AN EMERGING TRENDS IN THE PROCESS OF THE TRAINING & DEVELOPMENT

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Abstract: *Training is a process of learning a sequence of programmed behavior. It improves the employee's performance on the current job and prepares them for an intended job. Development not only improves job performance but also brings about the growth of the personality. Individuals not only mature regarding their potential capacities but also become better individuals. This Paper Presents the details of information in emerging trends in International HRM, Suggestions for HR Managers to face future Contingencies. The trend in Communication Skills Training, Company Culture training, conflict management training. The Scenario in Employment Law Compliance and HR training,learning technology and employee Leadership. Then It Presents the details of Meetings & Facilitation,Motivaion and retention,recruiting and hiring ,sales an customer service and suggestions for the improvement.*

INTRODUCTION

Human resource management (HRM) is the process of bringing individuals and organisations together to achieve mutual goals. The HR manager's position is evolving from one of protector and screener to one of planner and change agent. The new corporate heroes are personnel directors. Personnel is the name of the game in business nowadays. Nowadays, showing a decent financial or operating report is impossible unless your people connections are in order. Highly skilled and knowledge-based jobs have increased over time, whereas low-skilled jobs have decreased. This necessitates the development of future skill maps through suitable HRM initiatives. As a result of their worldwide alignment, Indian firms are seeing changes in their systems, management cultures, and philosophy. There is a requirement for multi-skilling. HRM's role is getting increasingly crucial.

The following are some of the most recent trends that have been noticed:

- The ISO 9001 and ISO 9004 quality management standards from 2000 place a greater emphasis on people-centric companies. Organizations must now prepare themselves in order to address people-centered

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concerns with top-level commitment and a renewed focus on HR issues, notably training.

- Future organisational structures such as Shamrock, Federal, and Triple I were also promoted by Charles Handy. Such organisational models also emphasis on people-centric challenges, necessitating a rethinking of HR's future role.

- Organizations have implemented six-sigma techniques to stay ahead of the competition in this era of unpredictability. Six-sigma offers a technique for long-term improvement by combining rigorous analytical tools with top-down leadership. These procedures enhance corporate values and aid in the creation of defect-free products and services at a low cost. Human resource outsourcing is a fresh addition to a business that eliminates the need for a typical HR department. Exult, an international pioneer in HR BPO, has already enlisted the services of Bank of America and international players BP Amoco, with plans to expand their company to most of the Fortune 500 corporations in the next years.

- Recruiting qualified employees is getting increasingly difficult, especially in India, as global job mobility increases. As a result of building an enabling culture, businesses must also devise a retention strategy for their existing talented workforce..

NEW TRENDS IN INTERNATIONAL HRM

To assist employees in adjusting to a new and different environment outside of their home country, international HRM places a stronger emphasis on a number of tasks and functions such as relocation, orientation, and translation services.

- o Employee selection necessitates a thorough examination of the candidate's and his or her spouse's personal traits.

- o Training and development encompasses more than just information and orientation; it also includes sensitivity training and field experiences that will help the manager better comprehend cultural differences. Managers must be shielded from dangers such as career advancement, re-entry issues, and culture shock.

- o Performance evaluations should mix the two sources of appraisal information to balance the benefits and drawbacks of home country and host country evaluations.

- o Compensation schemes should support the organization's broad strategic objective while also being tailored to local situations.

The law establishes representation in numerous European countries, including Germany. The agreement with the unions is usually negotiated at a

national level by organisations. Salaried employees and managers are more likely to be unionised in Europe.

To ensure success, HR managers should accomplish the following.:

- Make use of worker skills and talents to take advantage of environmental opportunities and mitigate hazards.
- Implement creative incentive programmes that acknowledge employee accomplishments and grant upgrades.
- Commit to continual quality improvement through TQM and HR contributions such as training, development, and counselling, among other things.
- Employ people with unique skills to develop unrivalled expertise in a particular field, such as Xerox in photocopiers, 3M in adhesives, Telco in trucks, and so on.
- Decentralize operations and rely on self-managed teams to supply goods in difficult times, like Motorola does. It has quickly turned around concepts developed in its research labs.
- Lay off workers in a seamless manner, giving facts to unions, workers, and other impacted parties, such as IBM, Kodak, and Xerox, among others.

Today's HR managers are concentrating their efforts on the following:

(a) Policies: Trust, openness, equity, and consensus are the cornerstones of HR policies.

(b) Motivation: Create an environment that encourages people to work with zeal, initiative, and enthusiasm; make them feel like winners.

(c) Relationships: Treating employees fairly and promptly resolving concerns would set the foundation for positive workplace relationships.

(d) Change agent: Clear doubts and prepare staff to accept technology developments.

(e) *Quality Consciousness: Success depends on a commitment to quality in all elements of personnel administration..*

Due to emerging HR trends, the HR manager should, in a nutshell, regard people as resources, fairly reward them, and combine their objectives with business goals through appropriate HR regulations. Chillibreeze's disclaimer: The thoughts and opinions expressed in this article are solely those of the author(s) and do not reflect Chillibreeze's corporate perspectives. Chillibreeze has a zero-tolerance policy for plagiarism.

COMMUNICATIONSKILLSTRAINING

The fact of the matter is that In the last 50 years or so, the world has shrunk

noticeably in terms of physical size. Okay, maybe the geographers would disagree, but marketers and salespeople would agree. People, and pretty much anyone who uses the Internet, understands exactly what I'm talking about. The idea of conducting business with people in different countries, communicating with friends around the world, and viewing images of places thousands of miles away in real time has become ingrained in us. In this nearly borderless worldview, language is the one skill that has not kept pace with the times. The majority of Americans are fluent in only one language. Contrary to popular belief, learning effective communication skills in two, three, or even four languages is considered a fundamental part of childhood education in the rest of the world.

As business goes more and more global, an inability to speak another language well – or at all – can hamper your effectiveness in attracting and doing business with companies outside of the U.S. And on a more local level, it can cause problems when managers are trying to communicate with employees with a different native tongue. Ideally, second and third language skills would be taught to children. But even adults can learn, if the right tools are available. Have you considered offering your employees access to language training? Here are some simple tools that could put your company in the running for more global business opportunities:

Offer lunchtime language classes – A "Lunch and Learn" series is a great place to introduce language classes to employees. Whether you hire a trainer, have a native speaker within the company teach the class or share an interactive program during lunch, this is a low-stress way to add language skills. Provide a language library – Set up a language library for employee to check out CD's, language books and interactive computer language CD- ROMS. Just listening to a CD on the way to and from work can give someone a good start in a new language, and may inspire them to take it further on their own. Offer immersion classes onsite – If acquiring new language skills is important to your business plan, consider offering full immersion language classes at your worksite. Offering employees the chance to learn a new skill on company time means they don't need to travel or use personal time during evenings or weekends. And learning new skills has been shown to act as a significant morale booster.

Encourage employee travel – If your company is considering expanding into new countries, encouraging employees to visit the country will help their language skills and give them a better feel for local customs, manners and protocol. Creating a travel center in a lunchroom, with materials from the countries, offers for discounts on travel or incentives like extra days of leave when the travel is to one of your business expansion regions are all ways to spark employees to take a trip and learn.

COMPANY CULTURE TRAINING

By enhancing the energy efficiency of their office buildings, businesses may increase their bottom lines while also protecting the earth's important resources. According to EPA studies, commercial buildings and manufacturing plants account for about half of total U.S. greenhouse gas emissions and nearly half of total energy usage.

As a result, the office is the one area where being environmentally conscious may have the most influence. Employee training to save money and help the organisation go green is a long-term investment.

Creating a green movement at your workplace begins with forming employee groups dedicated to the cause. Green movement support is enhanced by a diversified team that includes personnel from all levels of the organisation. Set up green team meetings to identify parts of the firm that are inefficient with energy and how to improve them. Send emails, publish leaflets, and hang posters to inform employees about the company's green initiatives and what they can do to help.

Hold in-office activities, such as a brown-bag lunch, to reach out to additional staff. Find a high-energy person in your company to talk to about reducing office energy consumption. Another simple option is to hold a friendly competition among employees to encourage them to go green. Make a competition to see who in the office is the greenest.

Going green at the office doesn't have to be a tough task with the right preparation and planning. Your organisation may start conserving energy and reducing greenhouse gas emissions by involving everyone from top management to sales workers. Start today by going green.

TEAM MEMBERS MUST ENJOY ONE ANOTHER'S COMPANY

What does it mean to enjoy the company of another team member? What makes the other members of a work team not just tolerable but also enjoyable? Many new (or existing) team members make the mistake of focusing on being liked by their coworkers. They put in a lot of effort to appear likeable so that others will appreciate them as a team member. At first glance, this appears to work. Friendship gestures, loyalty, and awards are frequently given to team members with the highest "apparent" value, such as a new pair of shoes or a new car.

But, alas, it's only a matter of time. They "trade" when team members and organisations fail to "catch the buyer's eye" (the powers that be). As a result, the team becomes more like a marketplace, with a shady culture and significant turnover. Team members that operate in this manner do not regard their coworkers as equals; rather, they regard them as objects or things for personal success.

In order to establish a successful team, the opposite must occur. Team members must look for valuable skills and work traits in their teammates and seek to connect them across skill talent or trait lines like transparency, reliability, responsibility, and trust. We discover what makes a person a trustworthy group member and, ultimately, a friend, by enjoying the company of other team members and focusing on who they are, according to Aristotle. And it is at this point that effective teamwork begins..

EMPLOYMENT LAW COMPLIANCE- A STUDY

Sidestepping Sexual Harassment Risks

Find strategies to include your employees in the prevention of sexual harassment. Education on sexual harassment The mere mention of these sentences makes employers uncomfortable. An inaccurate office contact can lead to employee unhappiness, legal battles, and expensive fines, to name a few nightmares. With the Equal Employment Opportunity Commission (EEOC) or a tenacious plaintiff's lawyer, one disrespectful comment or gesture might land you in serious legal and financial difficulties... Enough with the harassment nightmares. What is the most effective way to prevent workplace sexual harassment? Of course, with the proper education! The definition of sexual harassment must first and foremost be understood. And the truth is that it can entail a variety of things, including: • making unwanted and offensive sexual advances • requiring or implying that sexual favours are required for promotion or development • making sexually offensive statements • discussing sexual matters in front of coworkers

- Engaging in allegedly sexual behaviours in front of employees (think company holiday party after an open bar).
- Physical touch with people you don't want to be around
- Requiring or advising employees to wear sexually provocative clothing at work (unless required for performance of the job).

If one or more of these behaviours are pervasive or damaging to a safe and pleasant work environment, you could face sexual harassment charges. Your company, you as the manager, and individual employees could all be named in a lawsuit. And the number of people wearing these costumes is growing. What does it matter if you know? This information must be shared with all employees – all employees. Now comes the tricky part: how will you convey this information in a way that will be remembered? What should (and should not) be included in Sexual Harassment Training?

LEARNING TECHNOLOGY

Make Remote e-Learning Authoring a Reality

Mike Alcock explains how the latest generation of Microsoft technologies can

generate a new paradigm for the creation of online learning. How e-Learning Has Been Traditionally Developed if you are a developer of on-line e-learning courses, there's a good chance that you are using a traditional 'desktop' authoring tool to create your courseware. If this is the case, then the following development process is probably fairly familiar to you.

CONCLUSION

While a few fortunate businesses are beginning to recover from the crisis, the majority of us are still under stress. Employees and executives are under pressure; finances are tight, and companies are hunkering down. Though every business experiences natural ups and downs, no company can afford to be stagnant right now. According to studies, firms that prioritise employee engagement and foster creativity are more likely to attract high-performing employees.

In today's economy, creativity is the driving force. We rely on our teams to come up with novel solutions to the difficult difficulties that our clients and team members confront on a daily basis. And, while creativity is uncontrollable, it may be influenced. For some people, creativity is a roaring river. However, a helping nudge from a caring manager may be required to unlock employee creativity in other employees. Today, try these six methods to help your employees be more creative at work:

1. Engage: Include staff from various departments in dialogues, panel discussions, brainstorming sessions, and focus groups to engage them. Even if a person isn't in a "creative" role, they can still come up with innovative ideas that can improve the organisation and how they work.

2. Encourage employees to discuss their innovative ideas with their bosses and coworkers. Encourage employees to offer their opinions on corporate matters, whether it's about what to do with an empty office space or inventing a new product design.

3. Brainstorm: One of the most successful ways to pull the best ideas out of a group of people is to brainstorm. Bring a group of colleagues together for a quick brainstorming session to generate new ideas and find smart solutions. You're bound to come up with a clever solution or two when everyone throws their thoughts on the table.

4. Play: Take employees out of their daily routine and put them in a competitive environment where they may engage with one another. Whether or not the games are relevant to what's going on at their desks, they provide an opportunity for employees to unwind and let their creative juices run.

5. Brainstorm: Brainstorming new ideas with your team stimulates their creativity and aids in the development of well-rounded solutions.

Encourage employees to participate in the conversation, even if the subject is outside of their expertise. An outside perspective could help you improve the way you do business in a different department.

6.   Allow for personal time: Allow employees to take personal time during the workday. It may be as simple as setting up a few hours in the morning as a "no meeting zone." Employees at some of the most inventive businesses, such as Google and 3M, are allowed to put aside up to 20% of their time to think about and work on ideas that are not directly related to key company goals.

Unleashing employee creativity is beneficial not just to the company, but also to our own well-being. Every day, look for new ways to inspire and encourage employee innovation. Your company's bottom line and employees will thank you.

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