



# Organizational Based National Training Strategies for Professional Development

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**Abstract:** Training is a term as variable of quality for organization. It provides operated independently with every organizations that must have theory and practice. These practices involve with national level of strategies. National Training Strategies which contain is about more than delivering training courses. It also meet the needs of national community providers from several aspect. Training could be operated in different organization as independently but also limited with co-ordination. Strongest organizational support always delivery from local, regional and national settings. In this paper, national level of training strategies and development as depicted from different level of organizational activities. Indeed, training designed variety of ways that suit individuals and local which needs as depicted in this article. Based on different training tools in different module. National training strategies incorporate with organizational level and define that how to face challenge. Learning performance as integrated with training and development strategy also used interchangeably that represented here. Moreover, it represent the precious and measurable goals of learning performance with continue professional development that compare with corporate machinery in National Training Strategies.

**Key Words:** National Training Strategies, Professional Development, Organization.

## 1. INTRODUCTION:

Organizations at national training and strategies (NST) develop the employees by using an array of educational method and program. It dependent on the development of an appropriate of organizational strategy. To develop and implement such kind of strategy in turn requires an implementation plan to be formulated [12]. Organizational level of existing task incumbents that well placed for relevant stakeholders which involved IT staff, Personnel officers, Local IT Experts, Premises, Line Manager etc. Individual change that ordering new furniture or computer equipment which need to know the criteria regulations basis as new instructions. Based on this instructions implementation plan to develop that requires identification of the gap in current situation and situation that required throughout the legislation [12]. Information also collected from industrial organization from the number of personnel workforce who need training in the level of needed and disciplines of employees [13]. Resulting training requirements in national strategies define that general training factor and principle training areas both are necessary that delivered from workshops or based on organization discussions. Many technical organizations analysis and made from discussions by compelling manner of strategies. Some ideas necessary to communicated frequently which involve technical approach that also face communication challenge. National level of strategies from the body of knowledge strategies some question may be raised regarding corporate briefings why poorly design and ineffective ? In such case, large research organization well attempted which may bridge the gap in between several communication methods [14]. Those methods covered with strategical approach. Researcher identify success of stories from those communication strategies including national level as providing in further discussion.

## 2. LITERATURE REVIEW:

Human resources (HR) division must guarantee the company's preparing and advancement technique is in arrangement on three factors: the inner environment of the company, the outside environment inside which the organization capacities, and the company methodology. All must be considered when planning and actualizing preparing and advancement exercises. It considered when planning and actualizing preparing and advancement exercises. In the unstable and complex markets most organizations confront progressively unstable and complex. It requires a commerce technique the help to neutralizes negative strengths and guides persons lines of commerce towards positive outcomes. Basically, these techniques must show leaders with rules on how form of choice and designate assets to achieve key destinations of organization. It also defines people activities within the components as they must be prioritized to attain.



Organization workforce has the virtual abilities to carry out the activities which laid out within the commerce technique. But not all organizations have an overall talent under techniques. Study of research showed that talent strategy provides leaders with guidance like critical investments something like tactical decision. Training development strategy remains a challenge for many organizations that include innovation, improving processes to maximize business efficiency. Organizations can survive without top talent. Executives are unable to see the relationship between talent issues and training strategy of organization. Consequently, talent officers take upon to develop a talent and learning strategy that link it to overall training strategy.

#### **A. Inner Environment**

Preparing and improvement programs ought to be inserted in a bigger system so that HR approaches are upheld and fortified over the total organization. Each office, division, and useful zone is so firmly forbidden that, like a Venn graph, people cannot make a alter in portion of the organization or HR framework without influencing everything to which it is associated. An efficient see of the inner environment shows four vital measurements to consider: assignment, individuals, social, and organization situations.

#### **B. National Training Strategies**

National Training Strategies (NTS) aimed to provide basic core package for organizational clerks. It provides also additional and advanced training package for other staff including training materials for trainers and assessors. NTS also established for an accrediting body that links to qualifications. Developing NTS at entry level of qualifications and training for clerks. Basically, it's established to set of competencies within partnership and inactive local players. NTS as evolved into core six topics which standards in forming as backbone that include of accompanying or training qualification. Six central topics were:

- Planning
- Procedures
- Community Action
- Finance
- Law
- Roles & Responsibilities

This NTS also invested within the distance learning induction package. In some cases, training package items including booklets, guides and training packages that used by trainers [8]. Development program centers on border that skills which applied with wide range of situations. It includes decision making, leadership and communication.

#### **C. Professional Development**

Continuing professional development (CPD) is the process through which health and social care professionals maintain and enhance their knowledge, skills, and competence, as well as build the professional and personal characteristics that are necessary throughout employee's careers. CPD is a vital part of ensuring that service consumers continue to get safe and effective services. The CPD Cycle (Reflection, Planning, Action, and Evaluation) summarizes the value of learning through reflective practice and describes the philosophy that drives the CPD process.

### **3. NATIONAL TRAINING STRATEGIES AND METHOD:**

Organization workforce has vital abilities to carry out the activities from its abilities and learning methodologies. It may guarantee that organizations workforce involved with any strategical method. Research found that when developers neglect any critical in between words and deeds, that namely in between action and ideas then there is possibility to having failed on it [10]. To success on strategic execution need to requires tightly aligning portfolio from the corporate strategy perspective [9]. In this case, national level of strategies and its decision which implemented with trusted delivery system as described following in briefly.

#### **Development of National Training Strategy:**

National Training Strategy make sure to reforms in training and education are attuned to changes occurring for big economy. Improvement strategy for organization has been put their development and improvement for positive contribution. In order to understand of demand, individuals of councils, relevant organization within sector that other



stakeholders like principal councils and government. In this case, Board will also seek to gather insight the assists, strengths and existing support that change of any new program for development national training strategy.

**Improvement Strategy:**

Improvement strategy for the industry that includes existing job streams, so that employees complement one another and are perceived as a substantial offer is delivered. This type of strategy helps to shape the sector's vision for the next five years and beyond. It should be ambitious, with programs or subjects that have never been seen before. It also provides a process for documenting and categorizing the wide range of reform actions that take place in every country, such as assisting troubled municipalities. Some new strategies actually reflected those needs, including a group of work for councillors, clerks, country officials, and national stakeholders. Other committees include local councils, major councils, the NALC Executive, and the national council of councils.

**Strategy Analyzer Method:**

The analyser methodology is portion of the Miles and Snow typology. Analyzers drop between miners and shields. They are not to begin with movers, like miners, but they like to enhance, as a rule as moment or third to advertise. Their centre, most frequently, is on incremental enhancements to existing items. Analyzers too discover parts of their commerce may be centered on high-end inventive items, whereas other parts of their commerce are centered on fetched cutting. As such, they have a adjusted portfolio that incorporates both stable cash generators and cutting-edge imaginative items. Preparing and improvement procedure for analyzers is the foremost differing since it must center on both development and fetched administration. Specialists are prepared on the company's center competency, and improvement exercises center on locks in representatives with well-developed progression plans to hold and challenge specialists when development is moderate. The evaluation process for analyzers also focuses on redeploying or dismissing unqualified workers and on nurturing coreworkers.

**Professional Development Strategies:**

Professional development strategies have been beneficial in many sectors. Such case, officers have knowledge of skills that make more sense of wide range of activities which involved in their role. Strategical decisions of management implemented with appropriate advice from councils appoint officers. A professional worker, the top officer of a board servicing a community of any size requires administration, authoritative, and communication skills, as well as knowledge of the law, administrative methods, the organizational framework, financial management, and community participation. The goal is to ensure that, from acceptance to further education and continuing professional development, a program of professional development tailored specifically to the needs of those who work for local boards is in place.

**Strategies of Implementation Research Project:**

Several projects have been implemented within pilot project [11] as well as recognition of project learning (RPL), Education Training Development (ETD), Government structures for the integrated approach, execution of a national skills audit for NQF, funding mechanism, cross cutting projects, skills culture and many others. As stated in figure 1, within three aspect of national strategies these are implemented.

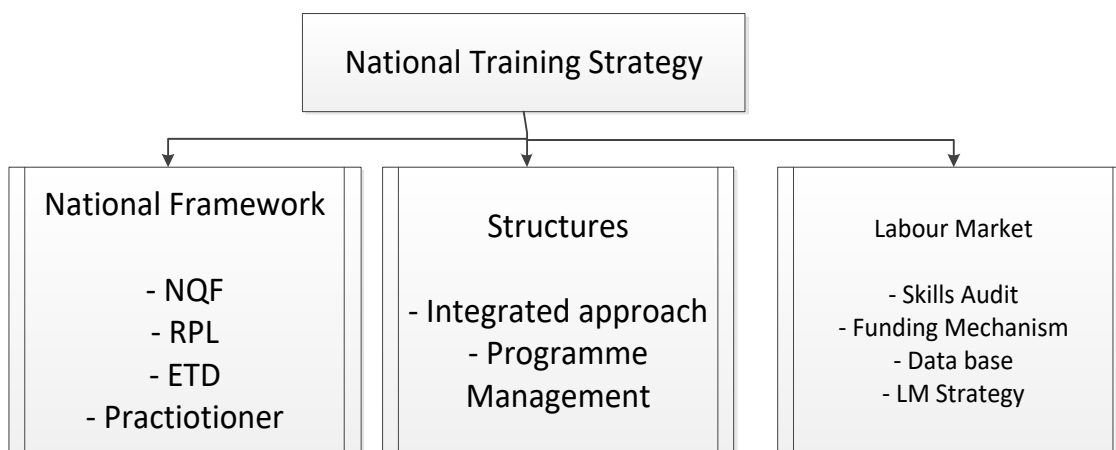


Figure 1: National Training Strategies Implementation [11]



Representative councils and National Council for learning policy forums as may be agreed upon for decision and approval. It could also involve the representation form and represented National Manpower Commission and National Economic Forum or may have their successor bodies. The importance of support, direction, and preparation for councilors is widely recognized across surrounding boards and all associations involved in the support and development. This method considers what can be provided with existing assets and powers. It is crucial to highlight that the Improvement and Development Board receives no fundamental money for delivering or supporting councillor training from the organizations that sit on the Board. The Board and those giving local training must then be aware that the timing and magnitude of any programs must be delivered in a way that is financially sustainable for the Board and those delivering local training. The system acknowledges the importance of province associations in providing training in town and area of councilors, as well as the skills, knowledge, and talents that district affiliations have established. All district organizations now able to provide councillor training, which is becoming an increasingly important source of revenue. Any activity undertaken by the Enhancement and Development Board's partners should be aimed at assisting local planning and ensuring its long-term viability.

### **Improvement of Organizational Performance by Professional Development:**

Life cycle knowledge management on organizational strategy establishes the prevalence of organizational knowledge creation in the life cycle where individuals and groups are same [1]. Beside of this design and implementation of IT guiding also the enterprise architecture of organizational performance. Changing the organizational management depend upon the new technology. Transformation of organization performance and its management system comes with a price as depend on structure. It could also handle stakeholders that resistance to change and represent from those behavioural issues [3]. From this context, technology can influence stakeholder behaviour like inhibit, constrain, limit positive human action by introduction of process, monitoring of human action the frequently results of new technology [2][4]. To improve the organizational performance stakeholder able to think for influence on putting in place with communication system since information and knowledge sharing and problem solving skill applicable on it. Organizational performances and it improvement also dependent on KS (Knowledge Sharing) activity [6][7]. KS since one of the key elements of KM (knowledge management) the revealed organizational performance. It also leads to conversion of general ideas and concepts about service and products [5].

#### **i. High Potential Performance:**

The Change and Improvement Board's common ambitions for the national enhancement methodology have been spelled out in this technique, which has laid out a vision for town and area councils. The basic principles that will guide future work will ensure that this vision is respected in all national advancement initiatives. These activities are sensitive and significant to council needs. All the activities that the modern approach will oversee are aimed at consolidating these standards and assisting committees in reaching their maximum potential [15].

#### **ii. Poor Performance and Improvement:**

The Advancement and Improvement Board believes that the most significant improvements in the segment are made when those councils that are most at risk of poor performance, or are currently acting ineffectively, realize that this is the case and seek assistance. As a result, it's critical that the resources available to them are well presented, and the benefits are straightforward to comprehend. In any event, the most difficult stage is determining to help is needed and starting the process, as many of those specialists will be the most out of touch with the centre, least open to the message, and hardest to approach, and are the least likely to identify that help is needed. Any employee receives training able to generate better position to improve from poor performance and productivity.

#### **iii. Company Profile and Boosts Reputation**

Training for employee could just not be good only for employees but also for firm. Frequently training and program in development may be another way for organization's improvement of employer brand. Company that trains its employees help to get more attractive for potential new employees. Specially those are looking for advance their skills. In this case, when employees receive consistent training and upskill then it able to fosters employee's creativity. It's more independent and creative that help employee when they counter challenges for their work.





#### **iv. Training tools and delivery**

Since training designed in various way to suit individual and local needs that based on circumstances. On the other hand, networking is the tool that essential experience of training in this sector. Compulsory training is not realistic, although it is strongly advocated for all sectors at the earliest possible moment. In this scenario, those tools should be used to promote training methods, budgets, and CDP for employees. Training is structured to accommodate both face-to-face and online learning possibilities [15]. Wherever possible, training materials could be included with the customer related tools as suitable for them.s

#### **Theory and Practice for Employee Training and Development:**

Several common practices and training theory approaches for employee proven as highly effective. Some are given as details below.

##### **i. Lecturers**

Lectures are particularly very efficient when aim is providing the same information to a large group. By doing so, individuals training may skip for employees and thus saving costs and time generate as an option. But still lectures face disadvantaged due to center of one-way communication and find some challenging to assess the level of understanding content in a big group.

##### **ii. Orientations**

Orientation training is challenging for new recruits and far from success. What the training is implemented through handbook, lecturers, one to one session doesn't matter. Regarding firm's background, strategies, vision, mission and objectives. Similar training gives new employees for an opportunity to more familiarize themselves with those rules, policies and regulations.

##### **iii. Training in Computer Based**

Computer based training approach and computer-based training tutorials are the primary mean of communication in between employees and trainer. In this case, programs are structured in such a way that providing instructional materials consider facilitating the learning process. The benefit of computer based training is that each employee is given the freedom for learning environment at most convenient time. It also helps for reducing cost that any organization incurs for training employees. Training duration, eliminating the number of instructors or reducing travel may minimized from all over aspects.

Learning is described by a variety of theories and concepts. Learning is described by a variety of theories and concepts. There are two major schools of thought here: connectionist and cognitivist [16]. The stimulus-response technique is central to connectionist theories. Learning, according to the connectionist, entails the application of rules of association such as assimilation, frequency, contiguity, intensity, length, context, acquaintance, composition, individual differences, and cause-and-effect relationships.

#### **4. CONCLUSION :**

Strategic training builds a systematic, forward-looking, and long term-based training system from various strategic perspective, also realizes the association of training objectives, personal goals and organizational strategies. These are effective in various resources inside outside of the organization that construct multidirectional transfer platform which achieve transformation of training effect. These help to and improve training return on investment which lead to the successful organizational strategy implementation. Strong support HR that also promote for organizational core competencies. Moreover, skills and knowledge are crucial for each and every organization nowadays. Firms also evaluated based on physical structure and intellectual property of capital. It could be easiest way to improve and develop firm's intellectual capital that conduct regular national level of training and development programs. In this case, supporting untrained employee's costs of organizations could be more than employed well-trained individuals. Employee performance, boosting company reputation and addressing weak links of the organization help also in National training strategies.



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