

The Discussion Board 4

Student's name:

Instructor's Name:

Institution:

Course:

Date of Submission

There are various aspects in a firm that affects the effectiveness of the sale representative training and development plan. The major issue that can impact such training is the culture of the company. The culture of the company refers to how a firm does and comprises things such as beliefs, procedures and rules. A culture is build through history, tradition and the structure of the operation. Consequently, culture can facilitate an organization in creating a suitable environment for training, development and implementation of strategies. The human resource management of every business thus should aim at impacting a culture that aid in the process of development and training for the growth and success of the firm.

Training and development programs face several challenges particularly in their implementation. One of these challenges is the strategies applied by human resource management of the business. The human resource should ensure they have proper orientation for the trainees for a proper introduction. Lack of planning by the human resource department makes it difficult to train, recruit, select, and develop personnel. Another challenge facing the implementation of this program is the cost. The training plan may be hindered if the cost associated is very high for the business. Legal adherence is another major challenge in the development process. At times, legal requirements may be many and time consuming. In such a case, the preparation and improvement process might be difficult to implement.

The human resource department specialist should employ channels of addressing and solving the challenges that the company faces in training and developing programs. The challenge of costly plans can be solved through the use cost effective programs. The HRD should make good use of the finance department in order to appraise a cost efficient plan. However, the HRD should evaluate and select a program that is not only cost friendly, but also efficient.

There is a great need of the HRD specialist to the help of other individuals or departments in the company to meet challenges. An effective approach to deal with challenges is using a questionnaire and open avenue to the employees to give their comments. The HRD will gather tangible information on how costs in developing and training plans can be minimized. Additionally, the contribution would highlight on how the program will remain effective and suitable to the business.