

Process for Training Human Capital Management

In the business world, it has become a positive trend to bet on the training of human capital. A more prepared employee, with superior knowledge and skills, undoubtedly represents the possibility of obtaining better results for the company, which will translate into a better positioning of the company in the market. Instructing employees becomes a tool for improving their performance, almost a guarantee that the work objectives set will be achieved.

For all of the above, below are the 4 steps in the process for Training human capital management.

- **Needs Assessment:** In this first step, you must identify the lagging areas in your company. It analysis what are the long term requirements of the organization and what does the organization expects from the employees. In this way it will be possible to work on them and improve them to add value to your company.
- **Defining Training Objective:** Once you have find the problem that affects your workplace, organizations should define the learning objective. Make it clear what the purpose of training your collaborators are. What do you want to change in the organization? What expectations do you have with this process? Goals and objective of training becomes the foundation of the training initiatives.
Hence determining the training objectives gives a direction to the entire learning program.
- **Designing a Training Program.** Once the objective of the training program is determined, it is time to analyze the factors that need to be considered while designing a training program.
Organizing the times of your training plan will allow you to make the most of each moment and theme. It seeks to make each of the steps as specific as possible, in this way it will be much easier to carry out a successful training.
Need to know:
 - Who will be the trainer
 - Who needs to be trained
 - Training Methods
- **Implementation of the Training Program:** After the selection of an appropriate method, the actual functioning takes place. Under this step, the prepared plans and programs are implemented to get the desired output. Under it, employees are trained to develop for better performance of organizational activities.
- **Evaluation and follow up:** Training evaluation is done to check whether the goals and objectives of the training have been achieved or not. The time has come to learn about the results of human resource management, to verify that the training process was a good investment. Feedback needs to be taken from the participants on the training results.

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Reference:

(2021) CognosOnline

Plan de Capacitación

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<https://cognosonline.com/mx/blog-mx/como-hacer-un-plan-de-capacitacion/>

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5 STEP OF TRAINING PROCESS & SYSTEATIC APPROACH

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<https://www.geektonight.com/training-process/>