

Annotated Bibliography

Chow, C., Cichocki, B., & Leff, H. S. (2009). The support for evidence-based training strategies.

Psychiatric Rehabilitation Journal, 33(2), 156-159. doi:10.2975/33.2.2009.156.159

This article examines the effectiveness of training programs by analyzing and evaluating them. It identifies ways to strengthen the effectiveness of training plans by using incentives such as paid time off. There are also highlights indicating what makes a training program strong, such as supporting materials like handouts or having the right instructor that fits the mold of the material being presented. The most important piece of information extracted from this article is that a “one size fits all” mentality for training plans is far from acceptable.

This article will be supportive by pointing out how an evaluation system will strengthen a training program once it is built. The bullet list of recommendations for evaluating a training plan makes things simple and easy to understand, and makes the overall message easy to relay to its intended audience.

Cox, J. H. (2016). Smart training and development: A learner-guided approach. *Performance*

Improvement, 55(5), 6-9. doi:10.1002/pfi.21586

This article identifies a type of training that is not like the traditional training programs many organizations utilize. It breaks down the stigma that a typical classroom style training is a necessity for new employee training programs. It analyses on the job training against real world scenarios to in turn better a trainee’s ability to function in the active work force. There are also statistics showing the resources, money, and man hours saved when companies use this style of training for their new personnel.

I will be able to use this article to display the effectiveness of having a training plan, as well as show the different types of plans available for training employees. Since this article gives

us a “Learner-Guided Approach” to training, I believe that it will be useful in the field of aircraft maintenance, where the best type of learning is hands-on training.

Hannum, W. (2009). Training myths: False beliefs that limit training efficiency and effectiveness, part 2. *Performance Improvement*, 48(6), 25-29. doi:10.1002/pfi.20084

The message in this article breaks down multiple myths and misconceptions that companies believe are effective when building their training programs. The eight myths covered brings us to realize that many of the ways companies go about training employees is based solely on a “that’s how we’ve always done it” mentality. This article calls for evidence from the training methods that businesses use to prove their efficiency/effectiveness. It also talks about how strong evaluations of training programs can help in proving their effectiveness, as to not waste company time/money.

I will be able to use this article to display what we will and will not do, when it comes to building and evaluating our organizations training plan. The in-depth breakdown of why certain training methods do/don’t work will ensure our audience understands a thorough approach is being taken to ensure our newly developed training plan is in line with company goals and objectives.

Kaur, J. (2016). Impact of training and development programs on the productivity of employees in the banks. *Journal of Strategic Human Resource Management*, 5(1). doi:10.21863/jshrm/2016.5.1.023

This article reviews the effectiveness and importance of creating a training policy within the banking industry. In this article, the impact of the training provided was examined by the

opinions of trainees. Retention rates, morale, and productivity amongst employees was analyzed and documented with supporting statistics. This article also identifies the importance for the Human Resources Department to continually engage in the development of training new and old employees. As constant updates and advancements are made with technology, keeping up to date with training programs proves to play a vital role to the continued success of any organization.

This article will be used to highlight the importance of developing a training program. Though it is an article written for the banking industry, it will be useful to show how training programs help a diverse group of businesses and the effect it has on the overall performance of employees.

Khan, M. I. (2012). The impact of training and motivation on performance of employees. *IBA Business Review*, 7(2), 84-95. Retrieved from https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2206854

This article examines the correlation between employee training, motivation, and performance through studies using variable equations. It identifies that a good employee training program can help attract and retain high caliber employees. The motivation of employees is increased when they are given the chance to excel by training in additional fields. Another important topic in this article is the positive impact on the quality of work that is generated from a well-developed training program.

I will be able to utilize this article by focusing on the positive impact of employee training programs. The variable equations used within the article will be useful when it comes time to relay its contents up the chain of command for implementation of a new training plan.

Patterson, T. L., & Rohde, R. E. (2011). Five rules that can build effective training objectives and plans. *MLO: Medical Laboratory Observer*, 43(5), 24-25. Retrieved from <https://www.mlo-online.com/five-rules-that-can-build-effective-training-objectives-and-plans.php>

In this article, five rules are broken down in sequential order on how to build an effective training plan. It discusses how to make learning objectives for the task(s) to be learned. It also tells us how to decide what methods should be used in order to teach each specific objective. We are also informed that the characteristics of a trainer are imperative to the effectiveness of a training program. A key piece of information that this article gives us is, "It is wise to begin with the end in mind". Meaning, ensure that the training plan is built and aligned with the organizations goals.

This article will be used to display how our training plan will be built. The five rules discussed will ensure that our plan is standardized and has the organizations goals/objectives in mind. In our case we are training aircraft mechanics, with the end in mind being the increased logistic departure rate of aircraft.

Shenge, N. A. (2014). Training evaluation: Process, benefits, and issues. *Ife Psychologia*, 22(1), 50-58. Retrieved from https://www.researchgate.net/publication/282135918_Training_Evaluation_Process_Benefits_and_Issues

The information within this article expresses how training programs impact companies as a whole. After a training plan is developed, it can help or hinder the performance of a company depending on how well it is built. It reminds us that the goal of a training plan is to increase

employee's job knowledge, and positively impact an organization's effectiveness. After a plan is developed, it must be evaluated to ensure that it lines up with a company's goals and objectives. This article gives us a good idea on how to evaluate a training plan before and after it is set into place.

This article provides information on how a training plan is supposed to be used and how it can be reviewed before implementation. It also helps by supporting my argument that an effective training policy is imperative to the success of a business. It does this by highlighting the building blocks of an effective training plan to enhance human capital.