Training and Development

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Introduction

Medical profession differs from many professions exists that they are dealing with animated atmosphere continuously Patients differ from each other and diseases (diagnosis and methods of treatment vary) and technological progress achieved huge leaps human mind is unable to predict (Loo, 1997, pp.680-689). As characterized by the medical profession It is a service industry - to serve patients in the first place and more than that supporting services also serve the patient and because service industries differ from industries that cannot be separated from the service provider and recipient, it is incumbent on workers in the field of medical services and especially therapeutic to be at the highest level of skill and merit to be able to provide excellent medical service and here show the importance of continuing medical training so that service providers can therapeutic to keep pace with global developments in the medical field (Coulson-Thomas, 2010, pp.251-259).

Importance of Training & Education in health care

The jobs in the field of health care require proper training and a good educational background. The training and the education of all the healthcare employees is very essential for a better performance of a healthcare organization. The job requirements of health care industry require greater skills and competencies as compared to the jobs of other fields, thus more adequate training and education are required in the heath care settings. The precision is the key in any health care delivery. Precision has a direct link with the amount and the quality of training and education. The delivery of health requires efficient time management and training and

vocational education after the nursing education play a very vital role in fulfilling the job and ethical requirements (Hartman, & Crow, 2002, pp.359-370).

The use of latest technology in training helps the nurses and staff of healthcare organizations to stay in touch with society and its recent technical developments. When referring to continuing education is emphasized the following aspects of training: training, profession, assessment and skills that fit the professional. The educator who is always looking for further training and the development of their skills tend to enlarge their field of work. Training and education also help in developing the senses to handle and to manage conflict within nay setting. Managerial skills are also developed due to effective and timely training (Loo, 1997, pp.680-689).

Importance of measuring competencies

The results and the outcomes of effective training and education are the competencies. Any healthcare organization should be very effective in terms of measuring the competencies of the individuals applying for jobs and trainings. All the discussed elements when incorporated, the effective and timely delivery of healthcare is ensured. The hiring and induction of competent staff is the desire of every organization whether it's an engineering firm, marketing one or a health care firm. The recruitment requires a lot of skills to judge the talent, skills and competencies of any individual applying for job (Hartman, & Crow, 2002, pp.359-370). The theme of competence, in its broadest sense, has effectively become one of most discussed topics in various areas of knowledge.

The concept of competence widespread as the set of knowledge, skills and attitudes, developed in a particular area, finds resonance in both the educational space as corporate and

professional field (Gilpin-Jackson, Bushe, 2007, pp.980-1004). In this regard, it is noted that it is not, therefore, only a pedagogical paradigm but represents one or more auxiliary proposals for understanding the training process each individual in terms of lifelong learning and competent performance of their professional functions, as well as human and citizen. The value of knowledge is linked especially to the processes of apprehension on the part of the contents of each student through the use of active methodologies, and as they lead different learning situations during training, to apply them in the everyday actions of professional practice. More specifically, we start from the hypothesis that each individual has different ways of managing their own training in relation to strategies for acquiring knowledge, contextualization, cognitive and social perspectives (Fitzgerald, 1992, pp.53-81).

Tracking and evaluating training effectiveness

Upon investment in training and educational sessions, the most important things for any organization is that its investment does not go in vain and it pays off in form of developed skills and competencies in the employees. The effectiveness of the training is evaluated and calculated in every organization for bringing any further improvements if there are any flaws in the training settings. The amount of the improvement of the skills is very important to be evaluated at some point of time. The training needs analyses plays a very vital role in determining the amount of improves skills and competencies among the employees of any healthcare setting. The design and the delivery of the courses of training and vocational education should be adequate and according to the training needs analyses recommendations (Gilpin-Jackson, Bushe, 2007, pp.980-1004).

Training needs analyses is in two steps; one before setting a training session for the employees and one after the training has finished. The skills of the employees are then measured and the rectification of the errors is done. The prior plans are set by every organization in which certain targets are set by the top management of the organization. The gap between the achieved progress and the targeted results is the best evaluation of training any organization can have. The evaluation should start before the beginning of any training course and then should continue through the whole learning process (Scholefield, 1992, pp.17-21).

Conclusion

Training and development are very important for any organization when it comes to the cusses of the organization. Training and education are the basic elements which are very essential for handling the healthcare and distributing it efficiently all over the region. Training is the core of healthcare delivery and the methods it follows. The education enables the health care providers to stay in touch with the technicalities of other professions which prove to be very helpful for adequate delivery of healthcare. The effectiveness of the training should be done through the training needs analyses and target setting. The measurement of the competencies of the recruitments is very important since the hiring of a highly skilled and educated staff will reduce the training costs for the organization. Moreover, the healthcare delivery and the quality of the care provided will be of a high standard (Sinclair, & Collins, 1992, pp.15-21).

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