



Training

VS

Development

- Is a learning process for new employees in which they get to know about the key skills required for the job.

- Is a short-term process i.e. 3 to 6 months.

- Focuses on developing skill and knowledge for the current job.

- Has a limited scope; it is specific job oriented.

- In training, the trainees get a trainer who instructs them at the time of training.

- Many individuals collectively attend the training program.

- Is the training process for the existing employees for their all round development.

- Is a continuous process, and so it is for the long term.

- Focuses on the building knowledge, understanding and competencies for overcoming future challenges.

- Is career oriented and hence its scope is comparatively wider than training.

- In contrast to development, in which the manager self-directs himself for the future assignments.

- Is a self-assessment procedure, and hence, one person himself is responsible for one's development.



Training For Transformations

L Darling-Hammond



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