The aspect of training human resources and bringing them up to full development is a very key matter in any institute where human labor is the chief factor in resource generation of these institutions. Training is more necessary where there are quality skills and knowledge abilities that are closely concerned with specific nature of work that the organization operates in. Through the process of effortless administration of effective training on human input, the level of the originations’ profits is established. All these efforts are important because they help in maintaining the efficiency and high-quality work across all levels of work, from managers to hose under his or her supervision, raising their skills and instilling confidence in the workers’ minds, (Elnaga and Imran, 2013).

The technology keeps on advancing day in day out. This calls for organizations to keenly keep close concentration on the aspect of training through initiating training programs that will help them keep pace with the changing technological and work environment. Therefore, the organization re-examines its composition skills, current abilities and knowledge of its human elements an advance them to fit with the change the new system of work requires. Training boosts the effectiveness of the human elements measured by the degree of performance of the managers, group leaders and the rest under their supervision, (Anitha, 2014).

 The leaders’ effort is crucial because it is aligned with the motivation of the teams towards the success of the organization. Therefore, the proper training of leaders is very crucial to the success of the organization. Training programs that are set strategically to improve the competitive power and knowledge of human resources towards the adoption of new ways of critical thinking that will enable the organization to compete well with its partners. Training programs instill important aspects of critical thinking in management and leadership. This will help them in making better decisions when in dilemmas, acquire creativity skills and improve their leadership approach. Training cultivates for individual capabilities hence helping one advance their career and hence drive the organization to success, (Grant, 2012).

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