

Short-Term and Long-Term Training for Employee Development: A case study on Green University of Bangladesh

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Abstract

Employees are the key factor of any organization. The success rate of the organization in achieving its' vision and mission mostly depends upon its' active employees. Preparing the organizational talent is the key here. Talking about preparing the stuffs directly take us to the training and development section. By providing training for a certain period of time, an organization can avoid unnecessary waste of the resources of the organization while improving the quality of the work done by the employees. For an educational institute, the facts become more concrete. Producing quality graduate entirely depends on the quality of the faculty members. Providing training to the faculty members plays a vital role in maintaining the standards of classroom dynamics and effective learning environment. In this case study, an analysis of the short-term and long-term training of newly appointed faculty members of Green University of Bangladesh was done. The secondary data collected from the Center of Excellence for Teaching and Learning were used. The data was cross validated for analyzing the impact on the students of the university. The result supports the fact that training can be directly impacted the employee performance. The result also showed positive impact in the relation between the organization and the faculty members.

Keywords: employee-performance; impact; workplace-success; organization; HRM