Training and Development in Public Sector and Private Sectors in UAE

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The essay title mentions two different types of organizations operating within the UAE. These organizations depend on their employees and their skills in order to satisfy the organizational roles and motives. The topic will also explain different comparisons between these two sectors and how they have been effective within employee training.

Hook Statement

The public sector *has been dealing with different training modules but has lagged behind private companies. These private companies provide off-job and on-job training facilities which lead to better work performance and fulfillment of organizational goals.*

Introduction

The overall role of training is defined to be a diverse platform and a plethora of different techniques used for employee skill enhancement. This set of fields is done through different facets and methods, which ensure maximum benefits to the employee. Organizations depend on these training methods in order to increase organizational sustainability. Training plays an important part in enhancing the employee's working capability within different environments. One of the major functions of both private and public sector organizations is the achievement of goals. These goals not only define the organization but also help to explain how the organization works in principle. The employees working within such companies are managed by special managers who are also trained for these purposes. The main essence and role of training is to provide skills mandatory for job completion. If the training is done in an effective manner, it leads to organizational success otherwise, it undermines the entire objective. This essay helps to draw significant distinctions between methods. The essay will also deal with a comparative analysis of the private and public sectors. The discussion defines different causes and effects of these training methods on the employees and the organization.

Thesis Statement

The *roles of training are significant* for different organizations and rely heavily on the employees and

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the managers. The managers ensure that they provide effective schemes to fulfill organizational goals. In order to sustain and substantiate the overall essay, the thesis has been divided into different objectives. The first objective of the essay is to compare and contrast different types of training methods. These methods would be compared across public- and private-sector companies working within the UAE. The second major objective is to provide evidence of how the public sector has lacked certain training facilities. The third major objective addressed in this essay is to provide reasoning and proof of employee behavior. The training acts as a major source of skill enhancement opportunities. The essay will also deal with how the employees are different in both of these organizations.

Main Body

One of the significant methods through which the training phases continue within the organizations is through managers. These managers are specially designated people who are in charge of providing proper facilitation to the employees. The managers are also responsible for making efforts to ensure that these training measures can be implemented. The managers also ensure different mediums, which are known as training programs. Training within the organization can be implemented in different ways. These types are known as off-the-job, on-the-job, and blended learning within the company. All of these methods are different and have their own advantages. The basic differences between these methods are their limitations and the instruction they provide to employees.

The main course of action that is needed by both private and public sectors is to make sure that the organizational goals are being followed. Due to different reasons within the global world, there is a considerable difference in the public and private sectors. One of these differences deals with the resources available to the employees. The resources include financial and human capital which are needed for extensive training programs. The variation in these resources not only poses a hindrance within the organization but also fails the entire program. The training of employees is needed at different levels, which is implemented through the three methods above.

The job-training methods in the private sector have a broader scope than those in the public sector.

The Job training measure refers to the type of module that is followed by different companies around the world. This type of training refers to sending employees to external units. Many companies send their employees away from their jobs to different places. These places are also known as special institutes and other departments. These places also contain specialized experts who provide the employees with new skills and other relevant courses. The off-job training method is followed by both public and private sectors within the UAE. This method is usually done by either giving the employees a complete day off or sending them at different intervals. The intervals are different and are based on the job description for the employees. One of the major distinctions that are found in such training measures is the difference between private and public sectors. There have been different studies that

show that the private sector has adapted better to such methods. This can be seen in different companies, which often send their employees to other countries and places. This ensures that the employees receive the best possible range of skills and knowledge which would benefit the organization as a whole. The second major difference lies in the total number of employees sent out by these organizations. The public sector has not paid much attention to such training measures because the employees are overqualified. This over-qualification of the employees within public sectors undermines the off-training methods. This has made sure that these methods are not frequent in such companies and are more common in the private sector. The methods followed in such modules include self-directed computer learning, sponsored courses, and much more (Elon, 2015)…

Success and Limitations of off Job Training Methods

There are different advantages that can be found when such types of training measures are discussed. These advantages typically benefit the organization as well and provide better resources in the future. The advantages range from employees gaining broader skills and globalization opportunities. This also results in the company expanding its business in different areas where penetration is difficult (Elon, 2015).

When comparing the advantages and disadvantages of these types, there are different limitations that can be observed. The first limitation of this method is the loss of time that the employee has within the parent company. The employee has been hired for special purposes which need to be fulfilled. When the employee leaves for such training, the work can be lacking and needs to be replaced. This leads to the burden falling on other employees left behind within the company. The second major limitation due to which this method is not followed by the public sector is the cost of the methods. This training measure involves costly measures such as travel plans, transportation for the employees and their accommodations. The public sector companies work on the basis of funds driven by the public. This method often limits them to following such expensive training measures for the employees. The last limitation of such type of methods is the loss of the employees. Many studies have shown that employees often find better jobs while they travel for such training facilities. While this seems unethical, the employees are free to make their own choices in the light of new opportunities.

The on-the-job training methods are less costly and provide better fulfillment of organizational goals within the organizations.

One of the most crucial and widely followed training programs refers to the on-the-job training method. This method has been widely accepted in both public and private sectors of the world and provides new opportunities. The on-the-job training method refers to the type where the employees are not sent out of the company. These employees receive their training during their working hours

and within the organization. The main difference that separates public and private companies is the method and occurrence of these training methods. The methods commonly used in such settings are numerous and include Intranet, Mentors, lectures, and manuals. These methods ensure that the employees are equipped with new skills and exceptional talents which benefit the organization. The comparative analysis of private and public sectors for these training methods examines how they are followed. According to various research, private companies have been paying greater attention to such methods. This is mainly because the influx of employees is much greater in private organizations as compared to public ones. The companies provide special privileges to the employees in terms of new methods and techniques. This not only ensures better employee motivation but also cultivates a much more productive environment. The public sector does follow such training methods but has not reached the same depth as the private sector. The public sector mainly relies on the convenient method found within such types of employees. These methods include the usage of intranet or lectures from different experts. These methods are extremely cost-effective and cause little disruption in terms of cost and time (Carter, 2016).

Success and Limitations of the Job training methods

The success factors for the on-the-job training methods have been highly rated by different companies around the UAE. One of the major factors which provide success is the cost-effective solution as compared with other expensive ones. The on-the-job approach provides the organization with benefits such as using their own resources. This saves the organization's time and money for the employees and provides better results. The second major success is the quick learning that is obtained within such methods. The employees who are subjected to such methods show immediate responses to the training being provided. This allows the managers to assess if the methods being used are effective or not. The last major success factor lies within employee confidence and team development. The on-the-job methods provide the employees with a team and group environment, which is the basic foundation of any company.

There are different limitations when it comes to such types of training modules within organizations. The first limitation is the dependency on technology and resources for such types of training. If the machinery being used for training purposes fails, it can result in the disturbance of the employees. This leads to the resources and the time of the employees being wasted and hence poses a serious threat. The second major limitation is the overall ability of the employees to adapt. These types of methods are usually done in groups and often result in many employees not understanding the purpose. The third major limitation concerns the time frame of the training, which leads to a lack of concentration. The on-the-job training methods are usually done within a short period of time and hence provide employees with less time to manage. This leads to the people losing their focus and interest in the training programs and defeats the entire purpose.

Blended learning has provided a new medium for innovation for employees instead of conventional methods.

The last type of training measure which has been in discussion is the blended learning method. This method has not made its way entirely into public sector organizations because of awareness and the lack of facilities. The blended learning method is completely different as compared to the conventional on and off training methods. This type of module uses the convenience of the employees and innovation. The method improvises on mobile phones, e-commerce courses, and other methods to train the people (Habeeb, 2016).

Success and Limitations of Blended Learning

The blended training method has provided different advantages to public and private companies around the UAE. One of the major success factors is that it eradicates the previous limitations of conventional methods. Blended learning is interactive and convenient for the employees. This assures that the employees can learn when they want to instead of being subjected to a special class every day. The blended learning method is also cost-effective and provides the organization with minimal usage of its resources.

The limitation of this method is that it provides slower results than on- and off-the-job training methods. The second major limitation is that the company cannot assure the complete success of this training measure. This is mainly because the training is done on personal devices such as computers and mobile phones.

Conclusion

To conclude, regarding how the private and public sectors differ in their training programs, it can be said that the private sector has clearly taken the lead. There are different reasons which demonstrate the lead of the private sector. One of these reasons is the investors and the resources owned by private companies. These resources allow the organizations to invest in their employees through on and off-training methods. The importance of these methods is that they provide skill enhancement to the employees. These skills are used by the employees for new job tactics and different job opportunities. The second major advantage of training modules is their effectiveness for the overall organization. These training measures vary in different aspects, such as times, resources, methods, and employee activities. The private sector has been investing in all three major types of training through external help and coaches.

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