INTRODUCTION
This research originated from discussions with a co-worker regarding a lack of adequate training for new Human Resource soldiers entering the cohort. The purpose of this project is to identify the need for an annual HR workshop that will bring together human resource employees to a centralized location to receive training on updated regulatory guidance, and best practices methods.

METHODS
Methods used included qualitative (online questionnaire) and a literature review to explore existing research on the relationship between training and employee engagement.

DEMOGRAPHICS
Male – 50%
Female – 50%
98% had over 15 years in service total

RESULTS
Soldiers who indicated receiving only a little training prior to first day

50%

100% of those polled supported HR workshop.

Typical first day on the job

After HR Workshop

LITERATURE CITED

CONCLUSIONS
• A trained workforce is an engaged workforce.
• Of those polled, 100% believe there is a need for more relevant training.
• Employees feel valued and more a part of the organization when the company provides industry specific training.

RECOMMENDATION
Based on responses from those surveyed, implement an annual HR workshop to improve employee engagement.

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Human Resource Workshop: From Lost to Leading
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