

Human Resource Workshop: From Lost to Leading

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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%

Typical first day on the job



100% of those polled supported HR workshop.



After HR Workshop



LITERATURE CITED

- Alipour, M., Salehi, M., & Shahnava, A. (2009). A Study of on the Job Training Effectiveness: Empirical Evidence of Iran. *International Journal of Business and Management*
- Bartlett, K. R. (2001, January 29). The relationship between training and organizational commitment: A study in the health care field
- Schmidt S.W. (2004). *The Relationship Between Job Training Satisfaction and Overall Job Satisfaction*. Unpublished doctoral dissertation, University of Wisconsin, Milwaukee, WI.

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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FOR FURTHER INFORMATION

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