

Perception of Training Actors on the Effectiveness of Training Carried Out within the Company

Authors : Oussedik Lydia, Zaouani-Denoux Souâd

Abstract : In an economic context characterized by intense competition and the impact of new technologies, companies have a constant need to adapt to the environment and the changes imposed. This situation leads companies to take training actions to develop employees' required skills. Further, training is considered as a strategic lever for the company's growth. Accordingly, an increasing number of companies are adopting training to ensure continuous employees qualification. Thus, the aim of this research is to understand the process of training engineering occurring in the context of a company's continuous training, which will help to identify the gaps that can hinder or promote the development of employees' knowledge and skills. The research methodology is based on a mixed-method approach. Interviews and questionnaires are implemented to collect qualitative and quantitative data. The study results can help managers to identify gaps at each stage of training design. Finally, the research findings provide important information to help design a training plan to support the development of employees' knowledge and performance.

Keywords : training engineering, training needs, training plan, competences, continuing training, perception

Conference Title : ICTVET 2023 : International Conference on Technical Vocational Education and Training

Conference Location : Ottawa, Canada

Conference Dates : July 03-04, 2023