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The costs of ineffective company training

Not investing in a quality corporate training course means risking a drop in benefits. Frustration, low productivity and high turnover are just some of the consequences of this initial "savings".

Technological progress seems unstoppable. This is also demonstrated by the changes taking place in the various professions related to new technologies. For this reason, from the millennial generation onwards, workers are used to being in step with the times. **Continuous training** is both a necessity and an opportunity. It turns into a "spring" that keeps employee satisfaction high. This assumption is fundamental for employers who have the opportunity to have an informed and satisfied staff at all times.

Nevertheless, not all employers are prepared on this issue and often offer their employees poor quality training, a decision that can have really negative economic effects. What can be the **consequences of ineffective company training**?

1. Decrease in productivity

While investing in good training helps to improve productivity and worker involvement (and increase benefits), offering insufficiently stimulating online courses can be boring for trainees. And that's not all. Having to follow a training course that is not up to their standards can also make them feel undervalued and, as a result, lower their productivity.

2. Drop in efficiency

Good training allows workers to fill in any gaps and feel less frustrated. If, on the other hand, inefficient courses are used, employees are not only not helped and encouraged to improve their training, but lose valuable time that they could devote to themselves or to their work.

3. Increased turnover

If, as we have seen, poor training causes dissatisfaction and frustration among employees, this in turn can cause a high rate of "turnover", i.e. staff turnover. Constantly hiring new staff (and providing them with training) means spending a large amount of money that could have been saved if the existing staff had been able to stay on the job thanks to high quality training.

4. Worst customer service

The effects of unsatisfactory training in the workplace are also reflected externally. This means, for example, running the risk that unsatisfied employees may offer poorer and poorer quality customer service with a lower propensity to solve problems encountered by customers.

These are just the main consequences of ineffective corporate training. Costs are not only measured in terms of poor quality of work but, of course, also in economic terms. Lower productivity, less involvement, inefficiency and low quality of work, in fact, have a clear negative impact on the benefits of the company. Is there a better motivation to look for quality company training that makes workers happy and satisfied?

Article taken from eLearningIndustry