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(LCMB7000)**

**ASSESSMENT : GROUP PRESENTATION (ASSESSMENT 2)
(INDIVIDUAL REPORT ABOUT ADIDAS ISSUES IN HRM
AND IHRM)**

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Executive summary

This study is about the learning and development in an organization that continuously helps to obtain some new capabilities and understanding that again helps to grow and fulfill an organization's growth. This report also describes the importance of learning in case of the overall organization's development. It also highlights the characteristics of the HR professionals that tells about the changes that need to be adopted in a flexible way. It also describes the adoption of HR technology that should be adopted in the organizations to improve their operations. It also emphasizes the impacts of the learning and development in the organizations.

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Introduction

"Learning and development" is a constant way of obtaining new abilities, understandings, and attitudes that can aid in the growth and accomplishment of objectives by both individuals and organizations. It involves taking a methodical approach to developing employees' skills and assisting them in adjusting to rapidly changing company demands, technologies, and settings. Formal training programs, workshops, coaching and mentoring, job rotations, e-learning, and on-the-job training are just a few examples of the various ways learning and development activities can take place. These initiatives seek to raise productivity, establish a culture of innovation and ongoing development, and enhance team and individual performance. Businesses that can invest in learning and development initiatives can also gain a variety of advantages, that are higher organizational performance, lower turnover, improved talent retention, and increased competitiveness. Organizations can stay ahead of the curve and adapt to the shifting needs of their customers, markets, and sectors with the aid of efficient learning and development initiatives.



Importance of learning and Development

Investing in “learning and development” program for any organization can help to develop leadership capabilities among the employees who can lead the team members to achieve the goals in time (Akella, 2021). This program is equally important for both companies and individual businesses. This program certainly helps in skill development, giving the employees more knowledge that contributes to their professional development. The advantage of these programs enhances the overall team performance, by improving their efficiency and productivity as well. To reduce the employee retention rate, this program helps to develop the professional career by adding

new skills. As a result, employees showcase higher productivity, and this supports the reduction cost of turnover of the implemented organization. By fostering the innovative ideas and creativity, learning and development program encourages them to accustomed with the continuous development and this also encouraged to take more creative approach while solving most common issues in the workplace environment.

With the help of the learning and development program, future teams can be built that ensures that organizations are hiring qualified candidates for the designated post and fills the requirements. in this way hiring from outside can be decreased and the company who has implemented this program will be sustainable in the recruitment process. Moreover, to achieve these goals, the organizations must make sufficient investment in the learning and development program in order to get strong team heads, more capable employees and resilient to face any challenging scenarios in the workplace. This implementation process will certainly help to make a great work culture, adapt diversity, secure the position of the company in the competitive market.



Characteristics of learning and development initiatives

The primary commitment of the learning and development program is to make continuous improvement at the present dynamic environment in the workplace. By adapting to the constant change of business strategies, this program helps the employees to keep the pace, learning about sharing knowledge and perform in a collaborative manner with other team members. This collaborative approach helps the team to achieve the pre-sated goal in time. Ability to work in hybrid mode such as working in both online and offline mode, ability to adapt diverse style of

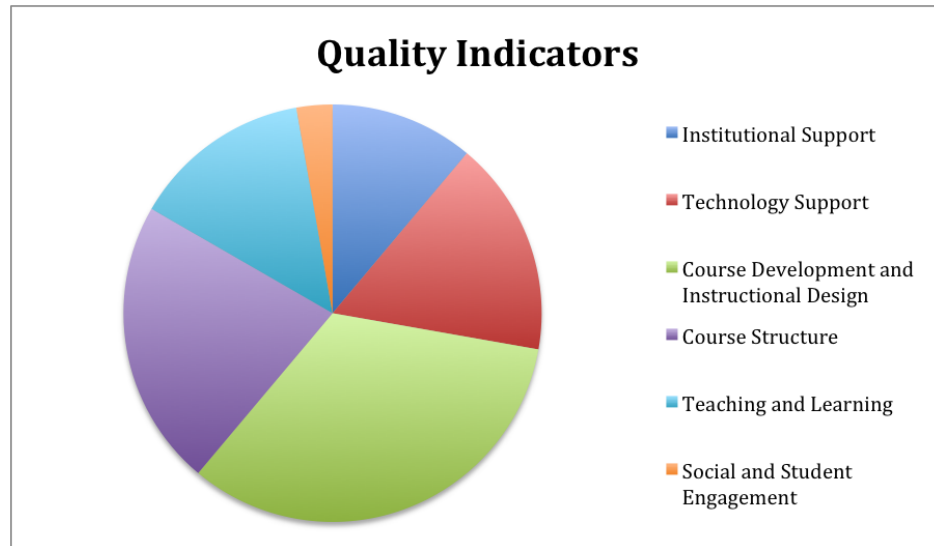
work and support in the decision-making process. Learning and development programs help to adapt sustainability which makes positive impact on the long-term business. Another important factor like leadership quality development, employee engagement and can be customized to acquire particular skills for the targeted employees.

The Indicators of Learning and Development

Supporting the indicators of the learning and development program offers quantitative and qualitative measurements that are effective for the trainers and help them to make different learning efforts (Zhang and Zhu, 2019). The following points indicate the signs for learning and development programs.

- Getting employee feedback for each training helps to understand the suspensibility of that program's applicability, efficacy and relevance.
- Employee engagement is another factor that motivates the employees, decrease employee retention rates by organising surveys among them. This method works as performance indicator.
- The program supports over all skill development of the trainees. The project completion rate, work output and goal achieving rate increase after attaining this program.
- To improve the revenue, decrease the company turnover, and enhance the productivity of the employees, the implementation of Return of Investment or ROI works as a ratio of the invested cost in the program.
- To adopt new technologies and learn about the process, this program helps in the future readiness for the implemented candidates.
- By making few errors, this program, helps the organisations to achieve high rate of customer satisfaction for a longer time period.

Overall, these metrices provide maximum assistance for the companies adapting the [program and helps in making data driven decisions swiftly.



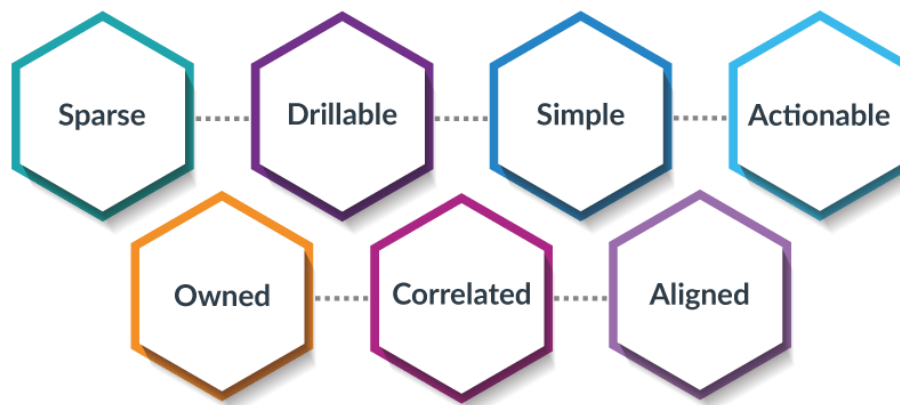
Characteristics of Effective HR Professional

Effective HR professionals possess a range of characteristics that enable them to drive organizational success through their people (Hendri, 2019). Some key characteristics of effective HR professionals are like,

Strategic mindset: The capacity to coordinate HR initiatives with the organization's overarching goals and strategy (Antunes and Pinheiro, 2020).

Strong communication skills: "Effective communication skills" to facilitate dialogues with employees, managers, and other stakeholders and to clearly express the HR policies and initiatives.

Characteristics of Good HR KPIs



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Constant learning: Willingness to keep learning and adjusting to shifting corporate environments and human resources trends.

Business acumen: Strong business sense to comprehend the objectives, challenges, and operations of the organization.

Empathy: the capacity to comprehend employees' demands and align these with HR efforts and policies accordingly.

Flexibility: Capability for being flexible and adapting to the changes in the HR environment.

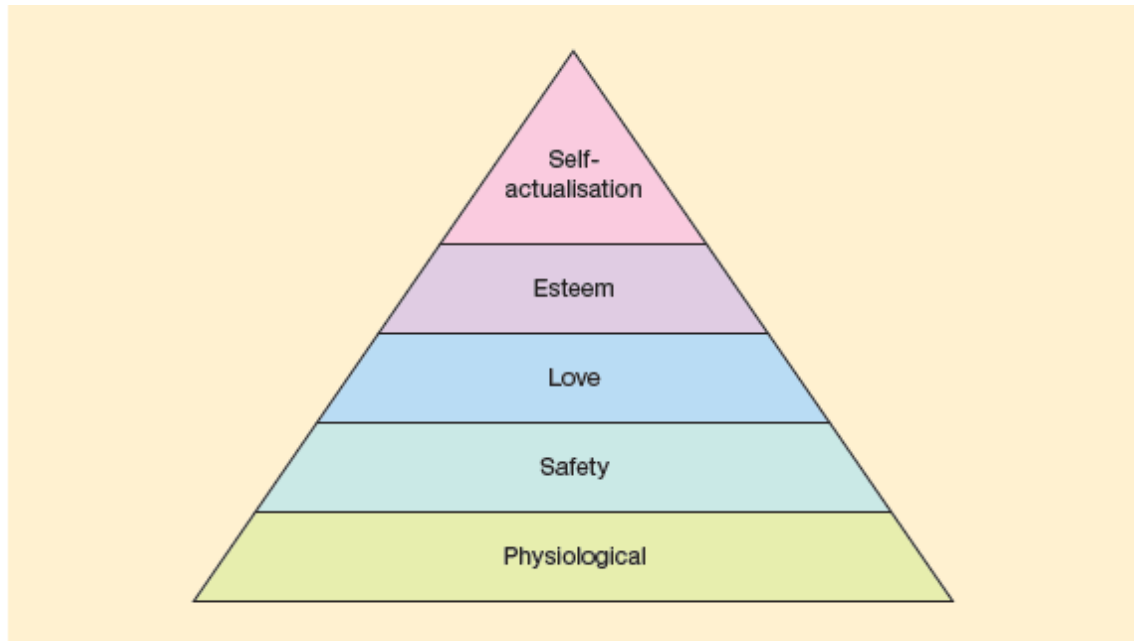
Ethics: High moral standards to protect the reliability of HR procedures.

Adoptions of technology: Embracing and utilizing the modern HR technologies for improving the employee experiences and streamline HR administrations.

Background of the Organization

An organization's learning and development strategies greatly depend on its history. Knowing the organization's history, culture, beliefs, and objectives can help to point out areas where learning

and development can promote development and help the organization succeed in the long run (Dzhengiz, 2020). The history of the company may have an impact on its approach



h to learning and development as well as the kinds of training and development programs it provides. For instance, a business that places a high value on innovation can give priority to training initiatives that develop creativity and problem-solving abilities. Similar to this, an organization with a highly varied workforce can provide training courses to promote inclusiveness and cultural sensitivity.

The organizations history may also have some impact on how it approaches learning and development. For instance, a business with a highly structured and hierarchical culture could favor formal training programs, whereas a business with a more creative and adaptable culture might favor more informal, on-the-job learning chances. In general, creating learning and development efforts that are effective, support an organization's long-term performance, and are in line with its culture, values, and goals requires a grasp of the organization's history.

Conclusion

This discussion has covered a variety of topics related to learning and development, such as its significance, indicators, traits of successful HR professionals, and how an organization's history affects its learning and development activities. It now has a thorough knowledge of how crucial

learning and development are to achieving organizational success because of our investigation into these subjects. Recognizing the workforce's constant evolution and the requirement for ongoing learning and development is crucial as we move forward. Organizations may maintain their competitiveness and foster a culture of growth and development by adopting these approaches.



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