

THE IMPORTANCE OF **On-the-Job Training**



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Helps retain the right employees.



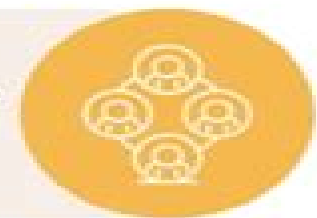
Creates an Efficient training process that speeds up Integration and adaptation.



Minimizes the learning curve and ensures employees become productive quickly.



Fosters a collaborative team environment.



Onthejob Training

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Senate. Committee on Labor and
Public Welfare. Subcommittee on
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On-the-job Training:

Improving On-the-Job Training William J. Rothwell, H. C. Kazanas, 2004-03-22 This second edition of the best selling book *Improving On The Job Training* provides professional trainers HR managers and line managers with a hands on resource for installing a low cost low tech approach to planned on the job training program that will improve real time work performance throughout an entire organization A comprehensive volume *Improving On The Job Training* Offers guidelines for establishing an OJT program Outlines the key management issues that should be addressed when starting up a program Describes effective methods of training the trainers and learners Shows how to identify the need for planned on the job training Explains how to analyze work worker and workplace OJT Offers vital information for preparing and presenting on the job training Illustrates how to evaluate results of OJT Describes aids to planned on the job training Includes six valuable lessons about planned OJT programs *On-the-job training* United States. Employment and Training Administration, 1978

On-the-job Training Harley Frazis, Mark A. Loewenstein, 2007-01-09 On the Job Training surveys the recent literature from both a theoretical and empirical perspective The analysis of how individuals obtain and are paid for their skills is fundamental to labor economics The basic idea of human capital theory is that workers and firms invest in workers skills in order to increase their productivity much as persons invest in financial or physical assets to earn income Workers develop many skills through formal education not tied to an employer but an important part of their skills are learned on the job On the Job Training focuses on recent literature including empirical research using direct measures of training and theoretical papers inspired by findings from this empirical work The authors presents a theoretical model showing that costs and returns to general human capital may be shared if training increases mobility costs if there are constraints on lowering wages or if there is uncertainty about the value of training at competing employers This model analyzes the choice of the amount of training emphasizing the influence of whether the employer can commit to training prior to employment In addition the model implies that firms will attempt to match low turnover workers with training opportunities which is supported by the empirical literature *Structured On-the-Job Training* Ronald Jacobs, 2003-03-12 Based on 20 years of research and development in a range of organizations This revised and expanded edition of a classic text provides a comprehensive guide to understanding developing and using structured on the job training in a variety of training situations and organizational contexts Jacobs defines S OJT and provides a rationale based on the need to develop high levels of employee competence or expertise in the workplace He then describes a six step process used to design and implement S OJT programs The emphasis here is how S OJT can be used for managerial training technical training and awareness training The chapters in the final section describe how S OJT has been used to achieve organizational and societal goals Included in this section are discussions regarding S OJT as an organizational change strategy quality management cross cultural aspects and workforce development Employer Encouragement for On-the-job-training United States. Congress. Senate. Labor and Public

Welfare,1966 **Employer Encouragement for On-the-job Training** United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Employment and Manpower,United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Employment, Manpower, and Poverty,1966 Investigates legislative necessity for furtherance of on the job training under provisions of the Manpower Development and Training Act **Education and On-the-job Training Program for Veterans** United States. Congress. Senate. Committee on Labor and Public Welfare,United States. Congress. Senate. Committee on Labor and Public Welfare. Subcommittee on Veterans' Affairs,1947 Considers legislation to increase veteran educational and vocational training living subsistence assistance to include disabled siblings of veterans as dependents to extend the enlistment date for military personnel eligible for WWII benefits and to extend VA benefits and pensions to American Field Service volunteers **On-the-job and Apprenticeship Training Programs** United States. Congress. House. Committee on Veterans' Affairs. Subcommittee on Education, Training, and Employment,1983 Oversight Hearing on the Job Training Partnership Act United States. Congress. House. Committee on Education and Labor,1988 Theory of Productivity Sunday A. Aigbe,2015-04-21 The Theory of Productivity seeks to explore the genius of American culture and identify ways to put these ideas and values to work in order to be productive The book draws on author Sunday A Aigbes experiences as a student educator researcher author entrepreneur and human services employee in the public and private sectors He identifies key lessons learned along the way during his sojourn in Africa and the United States The approach is a symbiotic analysis of research data and participant observations of American culture over the last thirty three years The goal is to provide young and middle class Americans and immigrants with evidence based knowledge and skills needed to become productive members of American society within a reasonable period

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