

# **Book title: Human Resources Management**

**By Gary Dessler**

**15<sup>th</sup> Edition**

## **Part 8: Application case, page 265 – 267**

**8.18. What do you think of Apex's training process? Could it help to explain why employees "do things their way"? If so, how?**

I feel that the responsibility system of this company is weak. They assign tasks to people who aren't really motivated, because they're the ones who left the company. Moreover, the trainers do not have formal training documents, they only teach new employees on their own way. The main reasons why the training process is weak:

- The employee complete the task by their way even after given instruction from managers.
- There is no formal training course.
- Job description is out-of-dated.
- Training programs are not suitable with the level of each group of employee.
- The employees are lack of motivation.

**8.19. What role should job descriptions play in training at Apex?**

JD plays a role of describing jobs for employees; it includes the knowledge and skills requirements an employee needs to have in the company. By understanding JD, trainers can create a comprehensive training course with learning and material requirements as well as requirements for newcomers and employees who need updating new information and technology.

**8.20. Explain in detail what you would do to improve the training process at Apex. Make sure to provide specific suggestions, please.**

In order to enhance the training process, the company should apply the following moves:

# Case Solutions Human Resource Management Gary Dessler

**Emilie Sanchez**



**Case Solutions Human Resource Management Gary Dessler:**

## **Case Solutions Human Resource Management Gary Dessler** Book Review: Unveiling the Power of Words

In a global driven by information and connectivity, the energy of words has become more evident than ever. They have the ability to inspire, provoke, and ignite change. Such could be the essence of the book **Case Solutions Human Resource Management Gary Dessler**, a literary masterpiece that delves deep into the significance of words and their effect on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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