Human Resource Development Training Plan

[Your Name]

[Student ID]

Subject (MGT3HRD : Human Resource Development)

Assignment (Individual Assignment 2)

Workshop group (ie. Monday 16:00)

[Workshop Facilitator’s name]

Human Resource Development Training Plan

**360 Degree Training Plan for Mad Munch**

***Introduction***

Mad Munch is a well-known chain of restaurants that holds a great name in the hospitality and food industry. Mad munch has more than 150 branches, that are spread all over Australia including main cities like Sydney, Melbourne and Brisbane. The food industry giant has its headquarters located in Melbourne, from where all the important policies and instructions are designed, made and circulated in the branches and sub-branches of the versatile restaurant.

*Objectives of the Training*

The basic objectives of any training program are to make the employees capable enough so that they can perform their job duties actively and efficiently (Cohen, 2017, pp. 157). The objectives of this specific kind of training, i.e., sexual harassment is to make the employees working at Mad Munch aware about their rights and powers, which they can exercise in the case of any illegal sexual activity or enforcement against them (Schweinle, and Roseman, 2015. pp 251).

*The training methods to be used*

There will be a number of training methods that will be used for the purpose of conduction of this training session but the most effective and successful method is a meeting in a big conference hall or meeting room, with the maximum number of employees present.

*Tentative Lesson Plan*

A tentative lesson plan would include all the steps that are usually followed in a training session, which has been listed below.

*List of Material to be used for the purpose of training*

The following material will be used for the conduction of this training session

* News Articles
* Case Studies
* Videos related to the topic

*Evaluation of the training plan*

The evaluation of this training plan will be conducted in two stages. At stage 1, an immediate response or assessment will be conducted by the trainer, in order to check the effectiveness of the training plan. The second stage of evaluation will come after a year of conducting the training, in the form of evaluation of the data received about the cases of sexual harassment occurred in Mad Munch and how the victim and the organization handled it (Roehling, and Huang, 2018. pp 137).

Being a training consultant from XYZ training firm, the respected CEO has invited me to design and deliver a training session to the employees of Mad Munch. The respected CEO, although gave me an open ground and I was free to choose any area in the food industry, especially related to the specific areas of Mad Munch, he stressed upon some core areas and aspects, that need training or improvement (Webb, and Morancie, 2015, pp 262). I and the respected CEO, in a meeting, came upon some mutual points that could be touched and covered in this training plan or mega training session. All these areas were selected due to their high importance and sensitivity in nature.

These points or core areas have been listed as follows.

1. Attracting and engaging your workforce (a training program for Managers)

2. Eliminating sexual harassment in the workplace (a training program for employees)

3. Appropriate use of the internet at work (a training program for employees)

4. Managing stress in the workplace (a training program for employees)

5. Creating a more inclusive workplace for employees with disabilities (a training program for employees)

6. Making safety our number one priority (a training program for employees)

 In my understanding, all these areas are extremely important ant and every topic needs to be touched in order to bring perfection in the operations and services of the world-class restaurant, but the most important, in my eyes, is a highly prevalent issue in recent days (Ali, and Kramar, 2015, pp, 239). Yes, the most discussed and hot topic or issue nowadays, not only in the corporate sector, but also in the academic field is Sexual Harassment (McDonald, Charlesworth, and Graham, 2015, pp 53). So, the main focus of this training plan will lie solely on this hot issue.

The upcoming details will explain the specific core area in depth, encompassing the details like what exactly the training strategy means, what will be the techniques and tools used for this specific stage of training, for whom this stage of training is meant and how it can prove to be beneficial for its target trainees. This section will also explain how the effectiveness of the specific training strategy under discussion can be evaluated after a defined period of time (Ford, 2014, n.p).

***Eliminating sexual harassment in the workplace (a training program for employees)***

As the name clearly suggests, this training program has been designed for the employees. There is no specific discrimination that this training session is for some particular level of employees. It is beneficial for the managerial level workers as well as the employees serving at a lower level like cooks or waiters.

*Message from CEO*

The training session will begin with a little introduction to the fast food manufacturer. I have got the information that there are a number of employees who have been serving her at the company for more than 5 to 7 years, so it is obvious that such employees will have more knowledge about the company, its background and its rules and regulations, but still, in order to formally start the training, this step is mandatory. In addition to this, the introductory session will also enlighten the new employees of the company about the history and culture of the organization.

The training will further move on to a direct message from the respected CEO, which will highlight the importance and sensitivity of the issue and how it is viewed at Mad Munch. The conveyance of this message directly in the words of the CEO will put a powerful impact over the whole training plan or session and will depict that how seriously the issue of sexual harassment is taken in Mad Munch. It will also be helpful in making the audience or trainees realize the importance of the issue, which is why it was chosen for training all across the branches of Mad Munch in Australia.

*Purpose of the Training*

The next part of the training plan or session will consist of explaining the purpose or reason behind such a long and separate session, where the information could have been conveyed to the employees in a casual manner while performing their daily tasks (Hwang, Han, and Kim, 2015. pp 1125). The employees can perceive that this training session is a waste of time and they could have grabbed this knowledge from any other source, which is why the conduction of this section of training is mandatory, in order to tell them about the necessity of this training, an why a separate tome has been allotted to this topic.

*Laws and Regulations*

The next section of the training will be of a little bit legal in nature. It will encompass all the laws and regulations that have been devised for coping up with the evil of sexual harassment, especially in Australia (Marshall, 2017. n.p). The explanation of these laws will move from general to specific; from general or overall to specifically for the corporate sector.

*Coping Mechanisms*

Moving n further, the training session will take a turn towards any case scenario that takes place in the food company, Mad Munch, and how the victim needs to cope up with them. It will describe a series of actions that a victim can take at an organizational level or even at the national or legal level depending upon the severity of the case.

*Case Studies*

This section of the training session will include real-life examples and case studies from various organizations (off course the names of the organizations will not be exposed), where the cases of sexual harassment took place and how the organization, or the victim and even the court handled it (Jagsi, 2018, pp 210).

*Videos*

This part of the training session is closely linked with the previous section and explains the instances and real-life examples in the form of videos so that the sensitivity of the issue can be clarified more appropriately.

*Short Test*

Moving towards the end of the training session. There will be a short test or evaluation from the participants of the training session. This assessment or test will help in determining that what have the trainees learnt in the training session and has the session been effective for them or not.

***Conclusion***

In a nutshell, it can be deduced that no matter how old an organization is or how experienced an employee is, there is always a need for training. An employee may have spent many years with Mad Munch, and he or she may think that they know even the smallest nook and corner of the restaurant, still, they need to keep themselves updated with the latest techniques and strategies of the global business environment. It is also necessary because the global business scenario is dynamic and changing every moment, thus in order to cope up with the demanding challenges of the current business scenarios and fulfil the demands of the now much aware customers. This training plan will also help the employees, especially female employees, in gaining much awareness about their own powers and rights, along with the actions that can be taken in critical condition. It will help in creating a safer workplace environment for both the genders and creating goodwill about the already famous Mad Munch.

**References**

Ali, F. and Kramar, R., 2015. An exploratory study of sexual harassment in Pakistani organizations. *Asia Pacific Journal of Management*, *32*(1), pp.229-249.

Cohen, E., 2017. Employee training and development. In *CSR for HR* (pp. 153-162). Routledge.

Ford, J.K. ed., 2014. *Improving training effectiveness in work organizations*. Psychology Press.

Hwang, J., Han, H. and Kim, S., 2015. How can employees engage customers? Application of social penetration theory to the full-service restaurant industry by gender. *International Journal of Contemporary Hospitality Management*, *27*(6), pp.1117-1134.

Jagsi, R., 2018. Sexual harassment in medicine—# MeToo. *New England Journal of Medicine*, *378*(3), pp.209-211.

Marshall, A.M., 2017. *Confronting sexual harassment: The law and politics of everyday life*. Routledge.

McDonald, P., Charlesworth, S. and Graham, T., 2015. Developing a framework for effective prevention and response strategies in workplace sexual harassment. *Asia Pacific Journal of Human Resources*, *53*(1), pp.41-58.

Roehling, M.V. and Huang, J., 2018. Sexual harassment training effectiveness: An interdisciplinary review and call for research. *Journal of Organizational Behavior*, *39*(2), pp.134-150.

Schweinle, W.E. and Roseman, C.P., 2015. Sexual harassment training: Effective strategies. *Sexual harassment in education and work settings: Current research and best practices for prevention*, pp.247-260.

Webb, M. and Morancie, A., 2015. Food safety knowledge of foodservice workers at a university campus by education level, experience, and food safety training. *Food Control*, *50*, pp.259-264.