**Employee Safety Training**

**Name**

**Institution**

*Identify and detail the current skills and knowledge you possess and which will be test in the preparation of the project.*

From a traditional conception, management was viewed as an inborn quality. The failure of projects being successfully planned and implemented is in the premise that training and skills development is viewed as an unnecessary expenditure. However, advancement in corporate management has found training a critical element in creating competitive advantage. The focus at Star Track is to foster training and development as a tool to be utilized in fostering capacity and enhancing productivity. Training refers to the systemic approach of imparting technical knowhow. As an employee, acquiring new enhanced skills in project management in the adoption of emerging technologies to course efficiency in logistics and operations will ultimately put into test.

Through training and development, the workforce has the opportunity to change the perceptions and attitudes (Anthony, Kacmar, & Perrewé, 2013; Greer, 2015). In addition, creating the ability to remain focused on the goals within the organization. Goal attainment becomes clearer as the driving force get first-hand knowledge and enhancement of customer services. High consideration of training initiatives and programs by managers from time to time, training and development programs to be quantified. Evaluation of the training program focuses in checking the practicality of the acquired skills and effectiveness in change of attitude. Improving managerial performance- closes the bridges of hierarchical levels improving communication (Goldstein & Ford, 2012). Updating managerial and workforce skills will help prompt the desired results in checking the company operations successfully. Creating efficiency and effectiveness within the organization is integral (Union, 2014).

Benefits of Training and Skill Development

* Develop a sense of safety consideration
* Skill development
* Reducing and elimination of work related stress and tension
* Appreciate the need for engagement of workforce
* Adoption of appropriate technologies in postal management.
* Digitization of communication and logistics for parcel delivery services.

*Explain the specific areas of the theory you expect to be bridging in this placement.*

The text offers insights of how to ensure the employees are engaged in safety training to prompt effectiveness. To answer the question of how to engage employees in safety training the following are the practical ways to ensure total involvement i.e. discussing the proposed workplace changes with affected employees before implementation, implore employee ideas when developing StarTrack risk assessments, and solutions to hazards, and motivating employee participation in the safety committees and the emergency response teams within the supermarket.

To ensure integrative training sessions to prepare the workforce on the unprecedented incidences, total engagement of the employees is imperative. Safety training not only purposed to offer protection to the business itself but rather the workforce. This is because some of the homeless individuals are organized crime groups and could be in possession of crude weapons undermining the safety of the employees.

Providing the employees with the necessary programs to offer levels of education, training, resources, and authority will facilitate engagement. Through this the employees will have a feeling to own the safety process (Cooper, 2016, January). The intervention is regarded as a powerful source of motivation for making the employee own the safety process.

In the course of the training I would engage the workers by emphasizing the need to acquire skills in the three-term contingency of applied behavior analysis: activator – behavior - consequence. Such an intervention will help to identify criminal elements and prompt early detection and arrest a possible crime activity. Employee engagement can be an influential tool to advance safety performance and other business measures.

In order to bridge the existing digital gap in postal service, the focus of training and skills development is objective in creating an exceptional world-class parcel and e-services business to harness the advancement of safety among the employees.

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