

Training Gap: is it Larger than Apparent?

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Abstract: Organizations conduct training often without actually relating the content of such programmes to the skills demanded at the time of performance evaluation of employees resulting in a training gap. This training gap is particularly visible in the area of soft skills. The training gap thus created is due partly to lack of coordination between trainers and human resource managers and partly to not being conscious of the process of value accumulation in an organization, thus leaving the process to mere chance. As a consequence, the employees are left to pick up their own values and not the organizationally desirable ones. The danger is all the more important since the present social context does not promote values favourable to productivity and concern for people. Organizations should take cognizance of the training gap and its consequences and should implement programmes suitable for developing appropriate skills in employees.
