

Yogoda Satsanga Mahavidyalaya

M.Com Sem IV

HUMAN RESOURCE DEVELOPMENT

Training versus Development

Aspect	Training	Development
Definition	Training is a short-term process focused on teaching specific skills or knowledge needed for a current job.	Development is a long-term process aimed at overall growth for future roles.
Focus	Job-specific skills and immediate performance improvement.	Broader skills like leadership, communication, and problem-solving.
Time Frame	Short-term	Long-term
Objective	To improve efficiency and productivity in the current role.	To prepare employees for future responsibilities or promotions.
Who it's for	Mostly for new or current employees needing specific skills.	Aimed at high-potential employees or those on leadership tracks.
Examples	Training on software, machinery, safety protocols.	Mentoring, coaching, leadership workshops, higher education support.

Training = Present role → Skills for now

Development = Future role → Growth for tomorrow