

Traditional Methods

This discussion reviews the traditional methods that can be used in training delivery. The traditional training methods addressed in this lecture are organized into three broad categories: presentation methods (lecture and audiovisual training), hands-on methods (OJT, self-directed learning, apprenticeships, simulations, case studies, business games, role-plays, and behavior modeling), and group-building methods (adventure learning, team training, and action learning).

While new technologies have changed training delivery in many respects, traditional methods are still used in virtually all organizations, often in conjunction with new innovations. Different methods are described along with their advantages and limitations.

There are a number of items we will take on including the following:

- Explain how new technologies are influencing training.
- Evaluate a web-based training site.
- Explain how learning and transfer of training are enhanced by using new training technologies.
- Explain the strengths and limitations of e-learning, mobile technology training methods (such as iPads), and simulations.
- Explain the different types of social media and the conditions conducive to their use for training.
- Describe to a manager the various types of distance learning.
- Recommend what should be included in an electronic performance support system.
- Compare and contrast the strengths and weaknesses of the traditional training methods with those of the technology-based training methods.
- Identify and explain the benefits of learning management systems.

Statistics of Traditional Training

When looking at the statistics for traditional training, it is important to recall that the type of traditional training can be a very personal choice. This choice may be based on tradition, results, personalities, environment, cost, technology available, and laws and regulations.

For your information, the following statistics exist (Noe, 2017):

15%

Of **training hours** are delivered in a virtual classroom and 29% are delivered online (p. 297).

39%

Of **learning hours** involve technology-based training methods (p. 42).

We end this lecture by comparing the training methods on the basis of several

characteristics (learning outcomes, transfer enhancement,

36%

Of **large companies** deliver training online compared to 28% of small companies (p. 333).

cost, and overall effectiveness). We want you to understand and utilize different training methods to maximize learning, transfer, and other effectiveness criteria.



Additional Materials

From the South University Online Library, read the following articles:

- [A Review and Critique of Research on Training and Organizational-Level Outcomes](#) □
- [Do Organizations Spend Wisely on Employees? Effects of Training and Development Investments on Learning and Innovation in Organizations](#) □
- [The Effects of Staffing and Training on Firm Productivity and Profit Growth Before, During, and After the Great Recession: Monograph](#) □
- [Examining the Factor Structure of Participant Reactions to Training: A Multidimensional Approach](#) □
- [An Examination of the Structure and Nomological Network of Trainee Reactions: A Closer Look at “Smile Sheets”](#) □
- [On the Level](#) □
- [What's the ROI of ROI?](#) □
- [In Search of the Holy Grail: Return on Investment Evaluation in Human Resource Development](#) □

From the Internet, read the following:

- Aguinis, H., & Kraiger, K. (2009). Benefits of training and development for individuals and teams, organizations, and society. *Annual Review of Psychology*, 60, 451–474.
- Worthen, B. (15 February, 2001). *Measuring the ROI of training*. Retrieved from: <https://www.cio.com/article/2441801/training/measuring-the-roi-of-training.html>



Technical Support Help Desk:
1-855-867-2821

© 2019 South University