DESIGNING TRAINING PROGRAMMES FOR ADULT LEARNING

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Training is one of the most important activities at the organization level, no matter its size and field of activity. Any organization needs well-trained workers ready to fulfil their jobs in good conditions. Therefore is necessary for such a program to be well designed so that its implementation to conduct to an improvement of employees' results.

The paper presents an approach to designing such programmes in order to increase there efficiency.

Adults learn throughout their lifetime. With each new experience, learning happens and it is through experiences that individuals build their meaning and value framework upon which new information will be placed. In any situation in -which an adult's experience is ignored or devalued, the adult perceives that as not just rejecting their experience but rejecting them as a person. This can greatly affect the results of the learning. The goal of the adult trainer should be to design experiential techniques to accomplish learning objectives.

While training adults is usually a very rewarding experience, considerable skill is required to ensure that the planned learning takes place. The task of the trainer will become easier if he or she can develop a good relationship with the participants so each party feels comfortable about discussing any problems they may be experiencing during the training.

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