**Why T&D is important:**

T&D activities are important, because they enable organizations to adapt and manage to changing environmental conditions and to perform optimally in the competitive environment. The research reveals that training events are a major opportunity for learning. However, whether they are effective depends on the following factors:

* The design and implementation of training itself
* The characteristics of the trainee
* The learning climate of the organization

**Comparison between training & development**

|  |  |  |
| --- | --- | --- |
|  | **Training**  | **Development** |
| **Focus**  | Current | Future |
| **Use of work experience**  | Low | High  |
| **Goal** | Preparation for current job | Preparation for changes  |
| **Participation**  | Required  | Voluntary  |