

Needs Analysis: The Who, What, When and Where of Training

The screenshot shows the EssayPro website homepage. At the top, there is a navigation bar with the EssayPro logo, links for 'How To Order', 'Reviews', 'About Us', and 'Write My Essay', and user options for 'DBA: EPRO', 'Log In', and 'Sign Up'. The main banner features a student sleeping at a desk with a pen holder. Text on the banner includes 'WRITING SERVICE AT YOUR CONVENIENCE', 'You - Send us your homework We - Do it all for you', and 'Grab your original paper for just \$10 per page with a free plagiarism report included'. A 'Write My Essay!' button is present. A 'Calculate the price' widget is overlaid on the right, showing options for 'Writing', 'Rewriting', and 'Editing', a dropdown for 'Essay (any type)', 'College', and '2 weeks', a word count of '1 page / 275 words', and radio buttons for 'Double spaces' (selected) and 'Single spaces'. The price is listed as '\$11.4' with a flame icon, and a 'Write My Paper' button is at the bottom. Below the banner, there are three rating sections: 'EssayPro Reviews' with a 4.9 rating and five stars, 'ResellerRatings' with a 4.9 rating and five stars, and 'Sitejabber' with a 4.8 rating and five stars.

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In a nutshell, (needs) analysis is the planning we do in order to figure out what to do.

Allison Rossett, 1999

Needs analysis is the systematic basis for decisions about how to influence performance (Stout, 1995). This is where it all begins -- establishing relationships, exploring strategies, and defining solutions. The key is to seek the gap between the current situation and the desired situation and then to focus resources where they're most needed. The analysis must determine root causes. For example, a question about why something doesn't or won't work is just as critical as what people do and do not know.

Needs assessment then is a study conducted to determine the exact nature of an organizational problem and how it can be resolved. That needs assessment becomes the basis for wise recommendations about instruction and supporting organizational

strategies, and for enlisting support throughout the organization.

Managers are often in too much of a hurry. They implement a solution which is sometimes, but not always, the correct intervention. This can prove to be an expensive error. The largest expense for human resources programs, by far, is attributable to the time spent by the participants in training programs, career development, and organization development activities. In training, costs due to lost production and travel time can be as much as 90-95% of the total program costs (Gilbert, 1988).

There are two ways to learn of training needs. The first method takes the proactive approach. An instructional designer goes into the system and [searches](#) for problems or potential problems. The goal is to make the system more efficient and ...

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