

- Trainers may lack the best training skills
- Trainers may not be able to work properly, leading to lost productivity

Off the Job

Involves learning from specialists from third party (e.g. university, speakers), and is conducted outside of the workplace.

Advantages:

- Expert expertise
- Wide range of training
- No distractions
- Networking

Disadvantages:

- Expensive
- Loss of output
- Skills may be irrelevant

Cognitive

Theoretical training in the hopes of improving overall intelligence. Trains and develops mental skills to improve work performance.

Advantages:

- Improves brain function (memory, reasoning, etc.)
- Knowledge may apply to a wide variety of situations

Disadvantages:

- Costly
- May not be immediately practical/applicable

Behavioral

Practical training in order to improve employee attitudes/behaviours.

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- Ensures high quality standards

Disadvantages:

- Requires effective two-way communication, coordination and mutual trust
- Subcontractors need to be monitored and managed properly
- Quality inconsistency
- Possibility of unethical practices

Offshoring

Transferring of internal business activities overseas, usually done in countries with low minimum wage

Reasons:

- Cut down labor costs
- Enter new markets in growing countries
- Overcome political protectionist measures

Advantages:

- Reduce labor costs
- Help the business expand and gain exposure
- Business has access to large talent pool
- Stimulate host country's economy (job opportunities, trade, etc.)

Disadvantages:

- Language and cultural barrier
- Fluctuations in exchange rates can increase costs
- Increase in minimum wage in these countries can also increase costs for the firm
- Time difference
- Communication

Re-shoring

Bringing back offshore/outsourced personnel and services back to the country of origin