



The Feasibility Study of Using GRANT System in Training and Development Activities

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Abstract

Training and development activities are a diverse set of deliberative efforts used for enhancing human performance in organizations. For professional development purposes, different models and techniques can be used to support teaching and learning as well as development activities including individual learning and inquiry approaches. One of the important and effective ideas which can be borrowed from research management field in order to use in training and development is GRANT system.

The main purpose of this research is to answer to the question that in which fields and to what extent the GRANT system can be applied. And also are there obstacles, facilitators and the risks in using GRANT in professional development activities?

This paper describes the GRANT system process which has been designed as a systematic endeavour in training and development . For this purpose, using a literature review on GRANT system in Research Management and Planning (RMN) as well as individual development program (IDP) in professional development areas, a special GRANT model has been developed in different dimensions and phases and accredited based on a comprehensive survey with participations of managers and Training specialists. The main results are reported based on the following issues:

- The possible domains of using GRANT model in training and development
- Required conditions for application of proposed GRANT model in practice.
- Obstacles of using GRANT model in training and development
- Facilitating factors and essential supports needed for application of GRANT model in training and development
- Major advantages and disadvantages of applying the GRANT model in training and development activities.