

METHODS FOR TRAINING RESTAURANT STAFF



INSTRUCTING

This is a personal form of training. Employees are given instructions in verbal, written or audio format on how to accomplish a task, without any demonstrations. It is useful for reinforcing a portion of training that is hands-on at a later time.



DEMONSTRATING

It can be done in person or through video and it involves a demonstrator performing the tasks that the new employee must learn. It is one of the best teaching methods because employees learn by seeing and doing, rather than just reading or hearing.



SHADOWING

It consists of a trainee accompanying a more experienced employee and observing them as they perform their regular duties. It exposes the employee to real-world scenarios. This can turn into a hassle for the experienced employee as some restaurants tend to use this training method on slow nights.



MENTORING

In this method a peer mentor is assigned to every new employee. The mentor is usually an expert in the job and trains every employee the same way every time. This type of training takes off some of the weight of the manager's shoulder.



SUPERVISION

This method consists of the trainee performing work tasks under close supervision. It allows the trainer to correct on the fly and observe the progress. It is a method usually employed before the trainees are deemed competent enough to handle tasks on their own.



ROLE-PLAYING

In role-playing employees perform their duties with the trainer playing the role of a customer. This method gives the trainee the chance to experience the pressure and potential behaviors he will encounter on the job. This technique helps build confidence and experience prior to having the trainee work on his own.



MYSTERY SHOPPER

This technique is mainly used for ongoing training and performance feedback. A mystery shopper comes to the restaurant and after they eat they fill in a checklist about their experience. Usually the checklist details everything from the cleanliness to the lighting and the music. The results are reported later and discussed with the staff.

SOURCES

<http://www.hilliers.com>
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issues and it emphasises the importance of tracking and interpreting these on a global scale The book is organized into three parts with Part I focusing on supply side trends including transport attractions culture heritage tourism technology policies and destination management Part II critically reviews the external factor trends including the impact of terrorism multi crisis destinations Generation Z s important contributions to the sector the regulation of sharing economy platforms and nature tourism in future Part III focuses on market led trends such as bleisure glamping VFR travel transformational tourism and new trends in wellness tourism following the post COVID era The book also provides predictions for the upcoming decades This Handbook will be a vital tool for researchers students and practitioners in the tourism and hospitality sector to further develop their knowledge and expertise in the field It examines business and policy implications offering guidance for developing sustainable competitive advantage Career Guide to Industries, 2006-07 , **The Wine, Beer, and Spirits Handbook** Joe LaVilla,2009-05-05 Includes food and wine beer and spirits pairings and how different food flavours and beverages interact Starting with a look at how wines are made how to taste wine and how wines interact with food the different types of grapes where they are grown and the types of wines that are made with them *Special Reference Briefs* ,1983 Career Guide to Industries ,1994 Provides information on 14 goods producing and 26 service producing industries Includes a projection of the rate at which jobs in the industry are likely to grow or decline by the year 2005

Occupational Outlook Handbook ,1990 Describes 250 occupations which cover approximately 107 million jobs

Field & Stream ,1997-04 FIELD STREAM America s largest outdoor sports magazine celebrates the outdoor experience with great stories compelling photography and sound advice while honoring the traditions hunters and fishermen have passed down for generations Career Guide to Industries, 2000-01 Bureau of Labor Statistics (DOL), Washington, DC.,United States Government Printing Office,2000 This document provides information on the nature working conditions and employment opportunities of 42 industries that accounted for nearly 3 of 4 wage and salary jobs in 1998 The following are among the types of information provided for each industry discussed 1 nature of the industry goods produced and services provided individual segments production processes changes occurring in technology and business practices 2 working conditions physical environment hours of work physical activities essential to successful job performance proportion of part time workers rate of job related injury and illness extent and frequency of travel 3 employment number of wage and salary jobs number of self employed persons data on workers age concentration by state unusual characteristics of workers 4 occupations in the industry job titles in the industry current and projected wages and salaries by occupation 5 training requirements and advancement opportunities formal education training and experience required paths of career advancement opportunities for self employment 6 earnings and 7 outlook projected rates of job growth decline and factors likely to influence them The industries profiled are as follows agriculture mining and construction manufacturing transportation communications and public utilities wholesale and retail trade finance and insurance services and government

A total of 197 tables figures are included MN *The Occupational Outlook Handbook, 1996-1997* U S Dept of Labor,1996-05
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