

EVALUATION OF TRAINING EFFECTIVENESS BASED ON LEARNING – A CASE STUDY

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ABSTRACT

Kirkpatrick's training evaluation model, consisting of four levels, i.e., reaction, learning, job behavior and the result has been the basis for evaluating the training effectiveness. The objective of this study is to measure the effectiveness of the training programs at learning level and also to find out the difference of opinion and relationship among the variables of learning (knowledge and skill), based on the demographic profile of the respondents. Data collected from 267 respondents from a population of 2645 participants attended training programs from six selected public sector undertakings. Descriptive statistics were applied by using SPSS statistics version 20 software for data analysis. As a result of the analysis, it was found that the training programs are effective at learning level; still there is a need for improvement in case of machinery and also to improve the competency of the faculty. Achieving training effectiveness is a combined responsibility of participants, the sponsoring organization and also the training institute. The sponsoring organization must ensure that suitable candidates are nominated for training programs.

KEYWORDS: Training, Learning, Training Effectiveness, Knowledge, Skill, Training Evaluation, Employee Training, Public Sector Undertaking