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**ASSESSMENT OF TRAINING EFFECTIVENESS AT  
GOVT. SCHOOLS IN NILGRIS DISTRICT**

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**Abstract**

*Now-a-days, training is a logical and scheduled process of instructing and providing learning practice in order to bring enhancement in employees presentation and enable them to make their contribution in superior portion in meeting the objectives and goals of an organization. Patel (1946) has rightly recognized in his studies training as a means of refining human prospective and increasing the efficiency of personnel. Further, Mello (2001) came with somewhat similar conclusion stating that if an organization has invested in training its workforce, it then makes a sense to develop them in such a way so as to put to use their skills and talents.*

*Few organizations think training suitably fundamental to their business, the great majorities do not see it as an issue of major importance but as an overhead which can be cut when revenues are under pressure (Cooper & Lybrand, 1985). In India, though the government, trade unions and political parties exhort organizations to put training high on schema for a greater economic advantage, evidence that the organizations are increasingly investing in human resource by way of training is deficient.*

**Keywords:** *Teaching, Trainees, Assessment etc.*

**Introduction to the Study**

The current economic environment demands that organizations especially service oriented should possess well trained, highly knowledgeable and skilful employees. The effectiveness of training is the strongest weapon in the hands of an organization that leads it towards the accomplishment of its objectives. Training and development, is no doubt, the very essence of every organization. The success level of training and implementation of training methods can be estimated by the degree of improvement in organizational performance.

Among the Indian industries s, TCS, CTS, WIPRO and host of other notable firms\companies showed encouraging results on switching to training programs. A number of research studies have been conducted in India and abroad regarding the training evaluation and its effectiveness but so farther service sector especially educational sector is concerned, not much has been done in India and even very little in the state of Tamil Nadu.

In service sector of Nilgris district, the educational sector forms one of the imperative portions. Educational sector is something that lays down the foundation of a nation. Within the four walls of this sector the task of building our nation takes place continuously on a regular basis. As can be rightly argued that the main purpose of education is to train young people to earn an income in the future, while at the same time contributing to their society s economic development is also its motive. The key concern in this way of looking at education is to bring about prosperity both for the individual and the society (Francis, 2000). A teacher is believed to

influence the students efficiency, performance, outcome and their overall development and achievement. The effectiveness of a teacher in a classroom depends upon the effectiveness of teacher training. The performance of a teacher in the process of education is related to the set of knowledge and abilities which he possesses. Rasul(1992) and Glaser (1989) have rightly argued that training is important for effective teaching and learning. They further echoed in their study that training programs are essential for qualitative improvement in education.

### Need for the Study

Recognizing the overarching contribution of teachers in the overall efficiency and performance of students, the Minister for Human Resource Development in India, in one of the recent interviews in Economic Times, strongly emphasized the need for teacher training. Since a number of efforts are being taken for teacher training, yet the estimation of outcomes have remained unexplored. Further, the researchers have been profoundly biased towards the educational sector. Therefore, the present study assumes a considerable importance in view of the above mentioned and following reasons.

### Objectives of the Study

1. To assess the demographic variables that immediately affects training programs from the sample trainees.
2. To assess the effectiveness of training programs in terms of its utility transfer of learning from the sample trainees.
3. To provide possible, suggestions and conclusions for the study.

### Review of Literature

Training is required for every employee to perform better. **Smith (2008)** has referred the building up of right ability and capability in work force to meet the needs, wants and expected returns of employees as the most vital objective of training. If the right type of training is provided to employees, it results in higher productivity, knowledge, loyalty and contribution to general growth of an organization.

**Ndunuju, (2009)**, Organizations that use innovative training practices are likely to report better performance than those who don't. Studies conducted by the National Centre on Educational Quality of the workforce based on the University of Pennsylvania reveal that employees require more and more skills in order to support and carry on their job positions that they are being a skid for. At the same time it has been regarded as an expensive investment (Eddie & Danny, 2001) and a sound investment that assists an organization to achieve the desired performance at all levels.

**Kenney, (1979)**, the growing relevance of training does not stand baseless. Training helps an organization to succeed in a number of ways. Training facilitates the implementation of strategy by providing employees with the skills and knowledge needed to perform their jobs. Proper training motivates the employees to take interest in their job/work and enhance their capacity for doing things in a better way. Research studies stand evident that training is a

sound business investment which results in improved organizational performance, increased employee morale, reduced absenteeism, reduced labour turnover, reduced number of accidents etc.

**Miller Sam (1997)**. Further, Salaman, Cameron and Hamblin (1992) argued that training and development creates a favourable environment Where in the latent potential of employees is realized and their commitment to the organization secured. Training promotes the willingness and efficiency of an employee to cooperate with others in the accomplishment of organizational objectives (Edwin, 1984). Further, a host of studies conducted by Chapman (1995) have also emphasized the necessity of training. According to the results of his study, training helps an organization to improve quality and customer satisfaction, increase productivity, build morale, management succession, business development and profitability.

**Schuler (1993)** that removing or improving current anticipated performance deficiencies is the major purpose of training. Training can't be viewed in isolation but must be considered as an integral part of work and development of every organization as its human resource are among the most important assets and the skills and motivation of its workforce are crucial to its success.

### **Research Methodology**

**Research Design:** Being the study exploratory in nature, it has gone through collection of data from 100 teaching trainees in different govt schools in Nilgris and analysing the same using the Statistical tools.

**Sampling Unit:** The participants are teaching trainees in different govt schools in Nilgris district.

**Primary Data:** The data were collected through structured questionnaire (interview method).

**Secondary Data:** The secondary data were collected from official records and magazines.

**Statistical Tools:** Simple percentage and Weighted average analysis

### **Findings of the Study**

- The teacher training programs are moderately satisfactory to a good extent.
- The teacher trainees perceive that training plays a key role in the acquisition of knowledge, skills and abilities.
- The teacher trainees are moderately satisfied with the appropriate and optimum utilization of training time.
- Teacher trainees strictly stress upon the conduct of training programs on a regular basis.
- Teacher trainees are moderately satisfied with the subject matter of the training programs.
- During the training program, mostly traditional training methods are used and use of latest techniques of teaching is rarely found.

- The respondents are largely satisfied and agree upon the improvement of their behaviour and performance on actual job after receiving training.
- All the sample respondents possess similar perception with regard to the usefulness of the training programs.
- The location for deliverance of training programs is not convenient for a good number of teacher trainees and as a result, the trainees face a lot of difficulty to reach there.
- The trainees agree to a large extent upon the application of knowledge and skills learnt during the training programs on actual job practices.

### Suggestions

- The trainees should be communicated the significance and objectives of training program beforehand.
- A scientific performance appraisal system should be followed for effective and efficient results.
- Teacher trainees need to be provided with better facilities like refreshment, heating and cooling arrangements, comfortable setting, classroom decorum, etc.
- Teacher training programs need reorganization to secure the maximum benefits and satisfaction.
- Reinforcement or incentives should be provided to the teacher trainees presenting improved performance.
- Teacher training programs should aim at enhancement and development of professional competence of teachers.
- The fundamental function of teacher training should be to stimulate learning among teachers, to enhance thinking and to gain a sturdy grip over teaching profession.
- Teacher trainees need to be given opportunity to determine their own training needs.
- Training methods should be designed in such a manner where the teacher trainees are mentally as well as physically involved. For example: case study, role playing, group discussion etc.
- Training should be able to create an enthusiastic attitude of teachers towards the training programs rather than considering it as break from routine jobs.
- Training should be preferably organized during holidays in order to avoid daily routine time-table disturbance.
- Training should develop understanding, interest, attitude and skills that would enable a teacher to fasten all round growth and development of students.

### Conclusion

The main objective of training programs is to develop the skills and the knowledge of the employees to make them aware of their talent and inculcate new abilities. Teachers are trained so that they are in a position to utilize their talent and knowledge to the best possible level. In educational sector, the teachers need to be trained for improved school administration,

increased efficiency and achievements of students, creation of motivation among students, raising level of job satisfaction and job interest among teachers, enhanced knowledge and skills as has been proved by the current study. When trainees are back on their actual job practices, many of them don't take the application seriously. Therefore, instead of leaving transfer of knowledge to chance, strategies must be employed to ensure the transfer of learned knowledge on actual job practices.

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