

2008-09

Study on Impact Assessment of MANAGE Training Programmes

Training is a major mandate of MANAGE, and aims to bring about change in knowledge, attitude, behavior and skills of the trainees so that job performance in the organization is improved for superior results. A study was conducted to assess and understand the impact of MANAGE training programmes and to have an insight into the important variables that influence the effectiveness of training programmes. The outcome of the study will be helpful for the trainer to reorient the training programme suitably dovetailing to the needs of the trainees and the organizations.

The specific objectives set out for the study were:

- To find out the usefulness of training programmes as perceived by trainees
- To assess the strengths and weaknesses in terms of design, delivery, content creation and training methodology
- To understand the impact of training programmes on the trainees' performance in back-at-work situations
- To suggest ways and means of overall improvement in training programmes of MANAGE.

While realizing the above objectives, the study examined issues like usefulness of training programmes in personal development, professional growth, official transactions and field application; relevance of course design and content vis-à-vis the training programme; usefulness of reading and reference material; suitability of training methodology; change in the performance of trainees (after attending the training programme) as noticed by superiors, colleagues and subordinates. Ex-post-facto design was employed to assess and understand the impact of MANAGE training programmes. An open ended questionnaire was designed and used for collecting primary data from the participants who had undergone training programmes organized by MANAGE during 2006-07. A purposive sampling technique was used so that all the States, participants at all levels of hierarchy and all the themes and subjects of training programmes were adequately represented in the sample. A large majority of the respondents (83%) were from State Agriculture Departments, while the remaining were from allied departments and NGOs.

The results revealed that MANAGE training programs were found to be useful by a majority of the participants with regard to personal development, professional growth, functional usefulness and field application. Training programmes were found to be designed appropriately and the contents match the requirements and needs of the participants at the field. Learning from the training has contributed to the performance in back-at-work situation. Training methodology was also felt to be suitable for the subjects / topics dealt during the training programs. Based on the findings of the study, recommendations were made.