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Study on Size and Duration of MANAGE Training Programmes

Training is an important component of most development activities. Training can help improve awareness, impart knowledge and skills, which trainees can transfer to their jobs and thus contribute professionally.

The number of participants in a class and duration of the training programme has a direct relationship with learning and realization of objectives conceived for any training programme. Neither a too small number of participants and duration of the course, nor a too big class size and too long duration are adequate, particularly when adult learners or experienced executives are involved and the focus is on skill development and applied knowledge. It goes without saying that a critical mass also propels group synergy. The duration of training can also affect the effectiveness of the training in many aspects.

Keeping in view the relationship between the number of participants in a class and duration of the training programme with learning and realization of training objectives, MANAGE took up a study on size and duration of MANAGE training programmes.

The objectives of the study were:

1. To examine the extent to which size of the class affects learning and acquisition of knowledge and skills
2. To study the duration of training programmes for optimization of learning, and
3. To assess and understand the appropriate number of trainees and the ideal duration for different types of programmes.

The size of the class was studied with reference to learning, application of learning in the work situation, acquisition of knowledge, skills, attitudes, quality of discussion and group work, personal and distributive attention of faculty, effectiveness of AV aids, cost effectiveness, minimum number and its reasoning, constraints to receiving adequate number of participants and trainer vs. trainee ratio.

The duration of the training programme was studied with reference to the type of training programme viz., induction, seminar, workshop, and level of participants, subject / theme to be covered.

Primary data was gathered with the help of a questionnaire survey. Training managers, subject experts, and senior faculty from training organizations at the national and state level, constituted the sample for this study.

The findings indicate that training institutes need to work closely with clients, identify gaps and design training programmes in tune with participants' requirements, ensure optimum participation and enhance trainee satisfaction.