

# Wages and salary administration



Evaluation in the context of training Thus, any definition of evaluation In the context of training and development should Include a number of elements: what It Is, what It Involves and what It leads to. Evaluation is an analytical process. Evaluation involves the collection of subjective and objective data from a number of sources using a variety of techniques about a training program and the reduction of such data.

Evaluation leads to the synthesis of the data into a report containing a summary of results and recommendations, with elated rationales, about the program being evaluated. This last element - the synthesis of a report - Is one which has not been addressed In the literature reviewed. Yet. If the overridden alma Is to Influence decisions, then the omission of a report is a grave omission indeed. A well written report presents arguments clearly and concisely so that decision makers have the evidence before them for consideration of the trainers recommendations.

There is less reliance on verbal discussion and what is often construed as the trainers' attempt to justify their continued existence within the organization. Further, a written report provides a permanent record of the evaluation outcomes and the reasons for modifications to a program. If the reporting Is not formalized then the reasons for modification of a program can tend to become more and more subjectively interpreted over time.

The result being that the program can eventually revert to its original form rather than being progressively improved and in line with organizational goals. Effectiveness of Training and Development 1. 0 Introduction 1. 1 Background of the Study Every organization needs to have well trained and

experienced people for performing the activities that have to be done. As the jobs become more complex, the importance of employee development also increases in a rapidly changing society.

Employees training are not only an activity that is desirable but also an activity that an organization must commit its resources to if it is maintaining a viable and knowledgeable workforce. Training plays an important role in improving organizational effectiveness. It is much needed in the private sector in today's competitive, especially after liberalizing and globalization. In order to make the training more effective in improving organizational as well as individual performance, it is important that the perception regarding effectiveness of training must be made positive.

Creating good learning environment, by providing encouragement in terms of promotion or increment by linking training more closely. 1. 2 Statement of Problem In organization, there is lots of training that provide for employees. Management development is aimed at preparing employees for future jobs with the organization or solving organization wide problems concerning, acquiring or sharpening abilities required performing various task and functions associated with their present or expected future roles.

The motive behind this study is to understand organization. Training cannot be measured directly but change in attitude and behavior that occurs as a result of Training. So employee assessment should be done after training session by the management, to know the effectiveness of Training given to employees. 1. 3 Purpose of the Study The aim of training is to help the

organization achieve its purpose by adding value to its key resources the people it employs.