

Training Programme Evaluation Process and Evaluation Benefit in the Organization Oil India Limited: An Investigative Analysis.

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Abstract: Evaluation is a mechanism to check accomplishments or blunders of training goals by an organization. It is an assessment of training initiatives and supports the corporation to assess the attributes of training schemes and grants the organization a way to make imperative substitute in succeeding training itineraries if require. Training estimation is an integral part of it in a corporation and without its estimation; training initiatives procedures are insufficient and without its appraisal one cannot appreciate the outcome of it. Its estimation assists the organization to create workforce-hospitable training in succeeding initiatives. Estimation bestows training authorities the righteous platform to judge the excellence of it on a timely basis. The research is conducted in exploratory research design. The structural functional perspective is used in the concern research. Primary data are collected by interview and observation method. Secondary data are collected from book, journals, articles and internet sources. The objective of the research is – To know the evaluation process and it benefits in the organization employee.

Evaluation is a mechanism to check accomplishments or blunders of training goals by an organization. It is an assessment of training initiatives and supports the corporation to assess the attributes of training schemes and grants the organization a way to make imperative substitute in succeeding training itineraries if require. Estimation underpinning in constructing training initiatives worthy by utilizing obtainable documentation dispense by trainees, qualifying jurisdiction judgments, practicality, assistance the training approach in an organization and trainees interpretations assists to drive the training itineraries constructive. Evaluation enables the efficacy of training acquisitions that is time, money, manpower, training modusoperandi, training obligatory analysis and its footprints on organization productiveness. (Phillips and Phillips 2016).

Training permits suitable ascendancy a visualization to put together systematizes future plans of actions for the workforce of the organization. The distinct organization utilizes discrete yardsticks to drive appraisal operative. The practice of assess furnish details on the practicality judgment of its itineraries. Estimation is the multitude of enlightenment, scanning and interpretation of documentation associated with distinct aspects of the training in a corporation. Suitable command expertise interprets a dominant task in its appraisal. The determination of consideration is to exhibit a self-correcting training disposition and to ameliorate itineraries regulations estimations are obligatory. It is an appreciative judgment of the whole training system in a company, its assessments means systematic inspection of its designations, the attainments of its ambitions and it is a requisite attempt to ameliorate subsequent training in an organization. (Bramley, P.1997 and Phillips J.J. 2004.)

The training ascendancy of a company perpetually assessing its training initiatives. The benchmarks for training judgments puts together it efficacious, expanse organization productiveness, decline wastes and transform in practice of an employee to the desired direction. To assess the training applications kirk Patrick has recommended determine stratagem, techniques and appraisal how distant training itineraries have met its objectives. Evaluating in expression of response is identical as estimate the suspicion of the gathering and it

does not incorporate a weighing of any learning that takes place. (Kirkpatrick and Kirkpatrick 2005). There are three distinct training estimates system are present for three individual training adaptations such as in-house, in-country and overseas training itineraries in the organization.

The research is conducted in the organization Oil India Limited. It is a leading public sector organization of India. It has different social structures which working together to reach a common goal. The organization training is divided into three distinct training programmers such as in-house, in-country and overseas training programmers. Similarly, it has three distinct training evaluation methods. The research is conducted in exploratory research design. The structural functional perspective is used in the concern research. Primary data are collected by interview and observation method. Secondary data are collected from book, journals, articles and internet sources. The objective of the research is – To know the evaluation process and its benefits in the organization employee.

Training estimation is an integral part of it in a corporation and without its estimation; training initiatives procedures are insufficient and without its appraisal one cannot appreciate the outcome of it. Its estimation assists the organization to create workforce-hospitable training in succeeding initiatives. Estimation bestows training authorities the righteous platform to judge the excellence of it on a timely basis. The corporation grants trainees chance to dispense valuable recommendations and shares sophistication through its evaluation which are assessment of it in a bestow modusoperandi. Evaluation is a systematized way to perceive the shortcomings of it and training itineraries are classified with the assistance of the training unit as well as with the supports of reputed categorizing agencies. The organization training authorities follow three distinct estimation techniques for three divergent types of training applications. The corporation has ingrain training appraisals modusoperandi for in-house, in-country and overseas training itineraries. Departments estimate training schemes promptly and after appraisal reports dispatch to the training wing.

The organization bestows three distinct modes of training initiatives toward its workforce such as in-house training are those which are initiated utterly within its premises with the support of its reputed internal or external faculties in discrete places of North East. These training itineraries are estimated intermittently to assess in-house training programmes. To evaluate it trainees are instructed to put forwards feedback forms to section training jurisdiction and after assessment documents transmit to training section. The organization delivers specialize training applications to its manpower consistently. These initiatives are carried outside organization premises and training categorizing agencies are necessitated in it and systematize it for divergent corporation in one training itinerary and organization nominates workforce to that training intentions. The training applications are held within country and training categorizing agencies can classify these layouts in any place within India. To evaluate in-country training initiatives, trainees are supported with feedback forms and recommended to submit training feedback reports. Here, trainees obtain serendipity to express expectations by writing reports to exorbitant training ascendancy.

The workforce acquires overseas training schemes perpetually to accomplish corporation intense specialize training requirements. The overseas training itineraries are classifying by training classifying institutes and divergent company appoint trainees to overseas training itineraries regularly. In this training initiatives assessments, trainees pickups the opportunity to submit feedback forms, reports and also to deliver recommendations in front of section training supremacy as well as in front of training unit representative. After scrutinize training documents are dispatched to the training section and scrutiny report assessed by training unit at the end of each season. If any recommendation is considered acceptable then it is implemented by the dominion authority to acquire constructive trainee-orient training in subsequent layouts.

The organization's respondents provide distinct strong point on training estimations utility. Training initiatives are estimated by a corporation and it is part of training. The organization imitates required training

judgments procedure to assess in-house, in-country and overseas training and maintain continuous estimations of its essence at the end of one financial year. Training evaluations are concluded by its classifying suitable dominion of the training section and also trainees nominating wing. The qualifying authorities periodically alternate due to recurring transfer, the organization initiates its appraisal systematizes. It assists the organization to take the requisite steps to construct the training schemes more work personnel orientate. Training feedback forms are an opportunity for workforce to share viewpoints. Employees can stipulate intense job-relate training by writing in the feedback forms. Evaluations assist the organization to obtain efficacious and systematize training applications as well as workforce for the upcoming training. The blessing of its evaluations are such as it supports to appreciate trainees trouble in training, assist to ameliorate subsequent initiatives, assist to acknowledge authorities succeeding drudgery and support to appoint trainees for upcoming training intentions. It is beneficial to create fruitful, excellent internal trainers, organization excellent evaluation modusoperandi support to dispense its own training faculties, profitable for department to nominate qualifying, suitable, efficacious trainees for its itineraries. The organization training judgments techniques are less time-consuming, which enriched it persistently and helps to carry fruitful training initiatives.

Training assessment is fragmentation of it and relentless evaluations supports the organization to acknowledge its requisite and to judge what alternate are required for upcoming training initiatives. In the corporation appreciative jurisdiction collaboratively supports to estimate training appropriately. There are not many complications are seen in the training applications of the corporation and if trouble occurs training systematizing dominion right away elucidated that issue. Training is accompanied with the assistance of an excellent trainer of its conducting agencies as well as an internal trainer and the continuous evaluation of it assist to launch operative training initiatives. Estimation adds to ameliorate and put together work personnel-orient, job-dispose, appropriate training initiatives and it allows employees to dispense the sophistication with exorbitant ascendancy. For the rectification of trainees' subsequent training itineraries, assessments are inescapable for an organization. Evaluation supports to assess the benchmarks, assist to acknowledge satisfaction and lacuna. Assessment supports to check trainees recommendations for upcoming training, succors to take requisite steps for succeeding itineraries and helps to assess training outcomes within a short period. The organization's excellent training estimation technique not only assess its initiatives within a short duration but also assists to classify efficacious succeeding training layouts and to expand fruitful in-house training faculties. The organizations' training assessment procedure constructs its applications operative.

Training itineraries assessments supports to dispose its layouts atmosphere hospitable and yardstick for employees. The organization in-house, in-country and overseas training itineraries estimation procedures are distinct. The organization grants adequate opportunities to trainee, to recommend viewpoints, to make its intention up to date and also to carry out employees' expectations during the plans of actions. In in-house training, trainees obtain the opportunities to suggest its authorities by using holistically training feedback forms. In comparison to in-house training initiatives, in in-country training, trainees acquire the opportunity to write and express valuable feedback by utilizing feedback reports which are judged by suitable ascendancy and in overseas training; trainees redeem the opportunity to indicate trainee's viewpoint by feedback forms, feedback reports and also by presentation in the departments. The organization training systematizing jurisdiction mostly classify in in-house training itineraries and its feedback form is the righteous platform for personnel to share sophistication and feedback appraisal assist them another big opportunity to share professionalism with the higher commend. The corporation persistence training assessments assist the organization to obtain better outcome in succeeding training intentions.

Training estimations supports authorities, to determine victory or disaster by evaluating layouts consistently. The training wing assesses all itineraries reports irrespective of in-house, in-country and overseas at the end of the financial year. It assists to measure whether the corporation has success to bring off its targets or refinements are required to carry off its objectives. It is a fruitful instrument to discern the lacuna of its

itineraries, to uplift it, to take suitable steps to reduce unfortunate and indent situations. The personnel obtain better opportunities to write in the feedback forms if they acquires any disturbing element in training applications, if the content of the training is not up to the expectation and if not related to the drudgery then they picked up serendipity to utilize feedback documents. It assists trainees, the training classifying and categorizing ascendancy to systematize workforce job-relevant subsequent training schemes. Training evaluation supports the corporation to appoint deserving nominees and jurisdiction take the mandatory steps to avoid all possible complications.

In the end of discourse, it can assert that the organization follows established training itineraries evaluation modusoperandi. The corporation classifies three distinct training applications to train its personnel. The administrative personnel are trained in the “management training and development centre” (MTDC) and non-managerial are trained in the “employee training and development centre” (ETDC). Those training are conducted by the organization itself with the support of internal faculties or hired trainers of distinguish training classifying agencies. These are considered as an in-house and for its evaluation; trainees submit feedback forms in the department and after assessment report dispatch to the training wing. The in-country training itineraries are categorized by the training unit but classifying by training systematizing agencies in divergent places of the county and also within the North East. To estimate training trainees submit feedback forms in the section training officer, head of the wing and general manager or presence of any one of them, appraisal reports transmits to training section.

The overseas training itineraries are those which are systematized by the company but are classified by its organizing agencies in divergent places of the world. For overseas training initiatives estimation, trainees submit feedback forms; feedback reports and makes presentation in presence of section training officer, head of the wing and general manager or presence of any one of them or presence of training unit representative. After a certain period, regular training evaluation succor an organization to accomplish the outcome of training initiatives continuously. The suitable ascendancy of the training wing obtains positive result in previous training itineraries and success in acquiring its targets. In the organization, training initiatives are more personnel-align and it assists trainees to obtain its goals. If any trouble occurs trainees straight away take the requisite steps and solve that issue as much as possible.

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