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Title of the Thesis: A STUDY OF TRAINING PRACTICES IN DEVELOPMENT SECTOR ORGANISATIONS – A COMPARATIVE ANALYSIS

ABSTRACT

Development sector organizations also called NGOs, NPOs or voluntary organizations are important players of our economy. Though it is very difficult to ascertain their number, it can be inferred that there is no area of human endeavor in which they don't operate. In the wake of globalization and liberalization, there is growing emphasis on building competencies of people in all sectors.   NGOs are not exempted from this trend. Training has been one of the means of capacity building of various stakeholders in this sector.   An overview of the literature on training practices in the development sector particularly in health, child and women development has highlighted the above trends and confirms that the training practices in the sector requires further investigation. In this backdrop, this PhD thesis has been envisaged.   Various dimensions have been looked into in this research. Status of training, implementation of training, training need identification, training evaluation, perception towards training and training implementation strategies in NGO sector are examined.

The purpose of this study is to describe, analyze various training   practices in development sector especially in health, child and women development sector organizations. More specifically, the study aims to achieve following objectives:

i. To identify various parameters of training practices and describe the status of training practices in development sector organizations.

ii. To examine if there is any relationship between demographic variables and other training practices in development sector organizations in India.

iii. To compare the training practices (training methods, training need identification, training implementation and training evaluation) between development sector organizations.

iv. To find out the general perception of the respondents towards training practices in development sector organizations and to compare the same with sectors concerning heath, child and women.

v. To suggest a few remedial measures for effective training practices in development sector organizations.

The research methodology of this study involved several stages such as formulation of research question, consultation with various stakeholders in NGO sector, training professionals, freelancers etc.,.   Following a

comprehensive review of literature, research tools were finalized. Besides this a pilot study was conducted to find out the reliability of the tools. The data collection was mainly with primary data with supplementary data of secondary resources. Convenience sampling method was used to collect 301 samples from 18 NGOs in Delhi and Chennai. This covered three sectors namely health, women and child development sector in the country.   SPSS software was used to analyze the data. The statistical tools such as frequency distribution, chi-square testing, mean and factor analysis were used to analyze and interpret the data.

The study concluded that there is no gender bias as far as NGOs are concerned while imparting training.   The training needs are generally identified before imparting training to the staffs in NGOs. The competencies such as communication skills, report writing and documenting and presentation skills are prominent among staffs in NGOS. The study further revealed that while evaluating training programme they predominantly use feedback and discussion methods to assess the impact.   Group discussion, management games and role play were some of the important training methods that were popular among the staffs in development sector.   Though lecture method was popular it was not preferred by many respondents. The most preferred training themes in NGO sector were personality development, presentation skills, and communication skills   The subjects such as laws related to child labour, environment were least preferred by the respondents.   The results obtained were compared with three sectors namely women, health and child development in NGOs.

The thesis recommended that the methodology adopted in this research can be replicated in other sector as well to find out training needs.   The study further recommended that factor analysis can be used as one of the methods to identify training needs in NGO sector.   The outcome of the study can also be used as input/resource for policy guidelines for competency building of human resources working in health, women and child development sector.