

TRAINING EFFECTIVENESS

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Vawiin a kan sawiho tur ‘Training Effectiveness’ hi a awmzia ni awm a lang ber chu, training kan pekte hi a dawngtu (zirtirtu) te hian an hlawkpui chiah em? tihte, kan tum (aims & objectives) kan hlen chhuak em? tih te leh chu kan thil zirtir chuan an chindan / zirtirna hmasa aiin hlawkna a pe zawk em? tihte leh kan training pek chu an hrethiam em? tih te hi a ni thei ang. Heng zawhna te hi chhang tur chuan hengte hi kan hriat a ngai

- 1) Training hma a zirtirtu thiam/ngaihndan (entering behaviour) hriat tum
- 2) Engtiang in nge kan training pek chuan zirtirtu ah nghawng a neih
- 3) Eng chen nge zirtirtu chuan a hriatthiam a, enge a hriatthiam loh

Tun tum kan paper-ah hian training effectiveness chuangchang tlem a zawng kan bihchiang dawn a, mithiamte’n engtin nge training programme hi an lo evaluate thin tihte kan zirho anga. Chuta tang chuan kan programme-ah engtin nge kan tih ve ang tih leh engtin nge effective zawk a training programme kan neih theih ang tihte zir chhuah kan tum dawn a ni.

Training Effectiveness hi Management lam zir chuan an zir nasa hle mai a, mithiam tak tak ziak chhiar tur tam tak a awm a. Amaherawhchu, education huang chhungah chuan heng zawng zawng hi a pawimawh em em lova ni. Keini tana a pawimawh em em pakhat leh training effectiveness chungchang a mithiamte in nghahna ber theory pakhat hi bih chiang ila a tawk awm e.

Kum 1959 daih tawh khan University of Wisconsin a an Professor pakhat, Donald Kirkpatrick chuan ‘Four Level Training Model’ tih a lo duang chhuak tawh a. Amah Donald Kirkpatrick-a hi management lamah chuan mithiam leh turu tak a ni a, American Society for Training and Development (ASTD) ah pawh President nihna lo chelh reng tawh tu a ni. Hengte avang hian a model hian zir a hlawh a, tun thleng pawh hian management chungchang zirna ah chuan khel hlawh ber a la ni ta zel a. A model hi mithiam chi hrang hrangin ennawnin kum 1994 thleng khan thubelhte neiin an zir chhova, tichuan 1994 ah chuan a kut chhuak zinga hriat reng hlawh tur ‘Evaluating Training Programmes’ tih a tichhuak ta a ni.

Training Programme kan evaluate dawnreng reng in, Kirkpatrick a ngaihndanah chuan heng a hnuaia level / chhawng lian deuh deuh pali(4) te hi an pawi mawh ta em em a ni:

1. Reaction
2. Learning
3. Behaviour
4. Result.

1. *Reaction*: Kan tleirawl tan tirh ngaihawng kan hriat chhoh lai vel khan ‘ first impression is the best impression’ tih khan nula han rimna velah khan hmun a luah thuk thei hle a nih kha. Chuta tang chuan reaction a lo awm ta thin a ni. He model a level hmasa ber reaction pawh hi, hetiang lam hawi hi a ni deuh va. He level ah hi chuan trainees’ te’n engtin nge kan training programme kha an react? tih kan evaluate dawn a ni. Eng angin nge kan training programme kha zirtirtute’n an ngaih tih te, kan training na hmun (venue) leh kan material te, refreshment te, training organised dan a fel fai tawk em tihte, hi he level ah hi chuan zawhna pawimawh tak a ni. Kirkpatrick a chuan training eng chi ah pawh he level i.e. reaction level hi kan evaluate ngei ngei tur a ni a ti a ni. Training Effectiveness kan teh/evaluate dawn chuan he level hi tih hmasak ber turah mithiamte chuan an ngai a ni.
2. *Learning*: A dawt leh ah chuan, learning level a awm leh a. He level-ah hi chuan kan trainees te’n enge a zirchhuah (learnt) tih kan teh ber tur a ni. Zirtirtu te chu training hma aiin an training hnu-ah an hriatna a pung em ?tih hi zawhna pawimawh tak a ni. Training awmze nei tak, zir chhuah tur mumal taka duansa thlap kan neih thin a tul em em a ni. Training hma in aims & objectives te siam lawk vek a, chumi atang chuan kan thlen chin kan teh thei dawn chauh a ni. Training thenkhat chu *knowledge level* a ni thei a, thenkhat chu *skill* ngai a ni thei a, thenkhat chu *attitude* khawih a ni thei bawk, chuvangin training programme reng reng ah objectives mumal takin min kaihuai se chuta tang chuan kan thlen chin kan teh thin tur a ni. Hetiang a kan tih hian, kan programme a dukhawp lo lai awmte kan zir Chiang in training effective tak kan nei thei dawn a ni.
3. *Behaviour*: He level-ah hi chuan eng tiang chiahin nge kan trainees te chuan an thil zir thar chu an nitin nunah an hman tih hi zawhna pawimawh ber a ni. Entirnan, kum liamta mai ahte CCE training kan inpe a, chu chuan tihdan (practice) mai bakah behaviour a nghawng tel a ni, kha kan training programme kha a effective em tih kan evaluate dawn chuan tuna kan sawi lai level hi kan evaluate tel a tul a ni. Hriatthiam ringawt kha a tawk lova, an zirtirna ah an ti (practice) em tih kha, he level hian evaluate a tum a ni. Hetah hian sawi zui tur pawh a tam ang a, entirnan, behaviour a hlawhchham vang nge, hun leh hmun in a zir loh vang a practice thei lo tih te hi thil zir chian chakawm tak a ni thei. He level evaluate dawn hi chuan tha leh zung mai bakah hun leh sum leh pai a hek deuh a ni.
4. *Result*: He level ah hi chuan, kan training programme in enge a nghawng tih kan evaluate dawn a, long term deuh tak a thlir a kawh deuh mah mah a ni. Entirnan, CCE training programme khan naupangte ah an zirlai a tuina (interest) a pe em? Activity Based Learning training kan inpek hian naupangte’n classroom nuam an tih phah sawt em? etc. He level pawh hi a hma level ang deuh khan training zawh veleh a evaluate nghal chi ni lovin, a hnu deuh a bawhzui a, zir chian neuh neuh chi a ni.

Engtin nge kan tih ang?

I. Reaction Level

A hnuai a zawhna te hi in bih teh ang

- Trainees te chuan an training chu an hlut em?
- Kan training chu a hlawhtling an ti em?
- Kan traininn kalpui dan / kal phung chu kan zirlai nen a in hmeh em?
- An hriatthiam zawngin zirtirna / training kan pe em?
- A hmunhma nuam an ti em?

Heng a chung a zawhna te khi, kan training a effective leh effective loh teh nan chuan an pawimawh em em a ni. Questionnaire te, survey te,..hmangin heng hi chu kan evaluate thei a ni.

II. Learning Level

Sawi tawh angin, he level ah hi chuan enge an zir chhuah tih a pawimawh ber a. Enge kan zir chhuahpui tum tih a pawimawh thu kan sawi tawh a, chumi chu kan teh (evaluate) tur a pawh a ni dawn a ni. Hetah hian kan hriat fo tawh hnu 'Pre-test leh Post-test' a pawimawh em em a ni. Enge an hmasawna, enge an hnufualna, enge zir belh la ngai, leh thil dang tam tak he test atang hian kan hmu chhuak thei a ni.

III. Behaviour Level

Kan sawi tak ang khan Behaviour Level hi Long Term activity a ni a, chuang chuan he evaluation hi chu training programme zawh hnu kar hnih thum emaw thla khat hnu emaw a neih chi a ni ang. Hetah hian observation te, check list te, rating scale te hmangin zirtirtu behaviour kan evaluate thei a ni. School visit neih a, zirtirtu kawmna neih hi he level a tih theih tangkai tak a ni. Entirnan, CCE hmandan chungchang ah hian School visit a an harsatna leh an thil kalpui dan va enpui a va thlithlai hian nasa takin kan training koh lehna turah min pui thin a ni.

IV. Result Level

He level hi hun heh leh sum ngai hnem ber a ni. Researcher tam takin he level atang hian sorkar policy te an zir chiang thin tih kan hria ang. Kan training programme reng reng pawh hi zir chian theih vek a ni a, amaherawh chu tun dinhmunah hian research lamah Mizo hi kan la thangharh tawk lo viau in a hriat a, hemi avang hian he level ah hian thil hmuh leh zir chian a tam lo hle a ni. Kan training programme reng reng hi a result han zirchiang thei ilang chuan kan chak lohna lai leh hmasawna kan mamawhna lai hmuhchhuah theih ngei a rinawm.

Entirnan, CCE kan hman hnu hian naupangte'n school nuam an ti sawt em, drop out rate a hniam phah em? etc..heng zawng zawng te hi he level atang a evaluate / zirchian a chhan theih a nih a rinawm hle a ni.

A hmawrbawk lam hnaihtawh ila, Kirkpatrick a theory / level hian fawmkimin training effectiveness tehna'n hman ber ni mahse, that lohna lai a nei ve tho tih chu hai rual a ni lo. Level 3 leh Level 4 te khi chu thil hautak em em mai a ni a, zirchiang tur phei chuan hun leh sum leh pai duh takte an ni. Amaherawhchu Level 1 leh Level 2 khi chu tih mai theih ni te pawhin a lang a, a Level ah hian pawimawh bik leh tul riau bik pawh a awm chuangin a lang lova, an zavai hian 'interlinked' ni in a lang. Kan training leh programme reng reng a effectiveness kan zirchiang dawn a nih chuan he Level pali te hi rilru ah hre reng i la, chu chuan kan zirchianna kawngah awmze nei takin min kaihruai thei dawn ani.