**SRINIVAS UNIVERSITY**

 **Mangalore, Karnataka (India)**



 **Atomic Research Centre (ARC)**

 **Center for Training Effectiveness Research**

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1. **Purpose of ARC :**

The Centre is meant to conduct research in the field of Training specifically Training Effectiveness.

Training is an activity meant to enhance the skill and knowledge of the trainee. Training  Effectiveness implies to the situation where the optimum outcome is achieved after certain  period of training in practical field. Allover the world, huge amount of resources are spent every  year for the training. But attaining the effective training outcome still remains a big question.  Starting from training need analyzing to the actual training and its outcome evaluation is still a  complex procedure .Thus there is scope for in-depth research in the field of Training  Effectiveness.

1. **Objective of Atomic Research Centre (ARC):**

The objective of this ARC is to conduct research in the field of training effectiveness related  studies, starting from training need analysis to training outcome evaluation in practical field.

1. **Description of proposed Research :**

The topic “training” under Human Resources Management curriculum in Management studies is very vast. Under this topic, “concept of training”, “training needs”, “types of training” and  “methods of training” are often discussed. But training without evaluating training for training  effectiveness is waste of precious resources. Many scholars have identified many training  evaluation models for assessing training effectiveness. Some of the prominent Training  Evaluation Models are Model for curriculum design by Ralph W. Tyler **,** Kirkpatrick Model of  Training Evaluation, CIRO Model Training Evaluation by Warr, Bird and Rackham, Robert  Stake’s Responsive Evaluation Model , Newby’s Context evaluation , Evaluative inquiry by Preskill and Torres , Balanced Scorecard approach by Kaplan and Norton , Hamblin’s Five Levels of Evaluation , Kaufman’s Five Levels of Evaluation , Indiana University approach , Jack  Phillips’ Five Level ROI Model , Kearns P and Miller T model - KPMT model , Brinkerhoff’s  formative evaluation and summative evaluation , Bushnell’s (input, process, output) IPO model,  Sleezer’s Training Effectiveness Evaluation (TEE) , Fitz-enz’s Training Valuation System  (TVS) , Brinkerhoff’s Success Case Method, Stufflebeam’sContext, Input, Process, Product (CIPP) evaluation model , Systematic Evaluation ,Learning Impact Model , AEIOU Model,New World Kirkpatrick Model by Kirkpatrick JD and Kirkpatrick WK ,Eisner’s connoisseurship and  criticism approach, Five step Need Areas based Evaluation , Goal-free evaluation , Provus’  Discrepancy Evaluation Model, Illuminative Evaluation model and Taba's curriculum design. The research on training effectiveness is proposed to be based on identification of most suitable  model among above and utilizing for the research study. At the same time, as these models are  not totally not agreed by scholars in all applications and still have their short comings, there is  still scope for research in developing new models in the field of training evaluation.

1. **Expected outcome:**

It is to be ensured that training expenses do not go waste and are productive. For this purpose,  there is a need to evaluate the effectiveness of training. Hence from the proposed researches it is  expected that, findings of the study are made after utilizing existing training evaluation  models. Also it is proposed to develop new training evaluation models as present models are not  totally agreed by all scholars of related fields. These newly developed models can also further be  used for evaluating training effectiveness. Further it is intended to study and develop the proposed model , SIPRO (Situation, Input, Process, Reaction,Output) model of Training  Evaluation.

1. **List of Team Members :**

Dr.(Lt Cdr) PK Suresh Kumar , Research Professor ,  Institute of Management and Commerce, Srinivas University, Mangalore

**6. List of Working Papers:**

a) Kumar PKS (2022) ,A conceptual model of training Evaluation – SIPRO (Situation,  Input, Process,Reaction,Output) model

b) Kumar PKS (2022), Modern and Innovative Techniques in Training

c) Kumar PKS (2022) ,Training and Employability

d) Kumar PKS (2023) ,Trainers role in Training

**7. List of related Published Paper in Journals / Conference proceedings:**

Kumar PKS and Mishra P (13 and 14 Feb 2015) , Issues and Challenges of Rural Development  Training and Measures to overcome it , *Issues And Challenges for Sustained Rural Development*,  National Conference - Alva’s Institute of Engineering Technology .

Kumar PKS and Mishra P (July – Sep 2015) , A study on Awareness of Rural Development  Training among Potential beneficiaries in Kannur and Kasaragod districts of Kerala , Journal of  Advances in Business Management , Vol 1 , Issue 3 , Pp 314-322 , ISSN -2395-7441 (online),  ISSN-2395 -7328 ( print)

Kumar PKS (16 and 17Dec 2016) , A study on Measuring Training Effectiveness , *Recent  Innovations in Management , Engineering and Humanities* , International Conference - Sunrise  University , Alwar

Kumar PKS and Singhal R (Mar 2018) , A study on Positive Aspects of Rural Development  Training in Kannur and Kasaragod districts of Kerala , Journal of Marketing and Finance  Management ,Vol 6 , Issue 3 , Pp 39-54 , ISSN -2349-2546(print)

Kumar PKS (16 and 17 Aug 2019),Training Evaluation Model:Better alternative to Smile Sheets  in Measuring Training Effectiveness,*Emerging Trends in Management, Information technology  and Education,* International Conference – Srinivas University, Mangalore

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