SRINIVAS UNIVERSITY
Mangalore-575001, Karnataka (India)
Centre for Studies in Training

Dr. (Lt Cdr) P. K. Suresh Kumar

Introduction about Atomic Research Centre:

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

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.

Research Plan /Proposal / Description:

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.

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 developnew 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.

Projects to be submitted for funding:

Yes,Development of SIPRO (Situation, Input,Process,Reaction,Output) model of Training Evaluation.
Team Members List
1. Dr.(Lt Cdr) PK Suresh Kumar
   Research Professor
   College of Management and Commerce, Srinivas University, Mangalore

Working Papers:

a) Kumar PKS (2019) A conceptual model of training Evaluation - SIPRO (Situation, Input,Process,Reaction,Output) model

b) Kumar PKS (2019) Modern and Innovative Techniques in Training

c) Kumar PKS (2019) Training and Employability

d) Kumar PKS (2020) Trainers role in Training

Published Paper in Journals / Conference proceedings:

Kumar PKS (12 Feb 2011), Work Life Balance for Women, *Women Empowerment – Power of the Nation*, National Conference - SDM PG Centre for Management Studies and Research, Mangalore

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 , Mangalore

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 (16 and 17Dec 2017) , Swachh Bharat Abhiyan : A study in Rural areas on its awareness , Enforcement and Implementation, *Dream realization of Swatchh Bharat Abhiyan through Innovation and Smart technologies for Waste Management and Pollution control*,International Conference - Sunrise University , Alwar

Kumar PKS and SinghalR (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-2348 -3954 (online) , 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