

## EVALUATING THE TRAINING EFFECTIVENESS AMONG TEACHERS IN HIGHER EDUCATION "WITH REFERENCE TO NCR REGION"

\*Rashmi Singh

### Abstract

The present paper deals with the purpose of development and level and quality of life of the employees, and the creation or expansion of local regional income and employment opportunities, without damaging the resources of the environment.

**Keywords:** Training Effectiveness, Higher Education, NCR Region.

### Introduction

#### Training

According to the Michel Armstrong, "Training is systematic development of the knowledge, skills and attitudes required by an individual to perform adequately a given task or job".

(Source: A Handbook of Human Resource Management Practice, Kogan Page, 8th Ed., 2001)

According to the Edwin B Flippo, "Training is the act of increasing knowledge and skills of an employee for doing a particular job."

(Source: Personnel Management, McGraw Hill; 6th Edition, 1984)

Now a days training has become the important part of every organizations. To compete with their competitors every organization needs to update their manpower to compete with the environment. In addition, rapidly changing technologies require that employees continuously hone their knowledge, skills and abilities.

#### Objective of the Study

Research on the teachers of higher education that whether the training programs conducted in their organization really helped them in their respective area or they attended all of them for the namesake.

My research is based on the study of behavior of different teachers in the NCR region on the training programs organized by their organization their feedback and the use of knowledge which get from these session is practically applicable or not.

#### Development

Development is a process that creates growth, progress, positive change or the addition of physical, economic, environmental, social and demographic components. The purpose of development is a rise in the level and quality of life of the employees, and the creation or expansion of local regional income and employment opportunities, without damaging the resources of the environment.

Development is visible and useful, not necessarily immediately, and includes an aspect of quality change and the creation of conditions for a continuation of that change. Development an

activity designed to improve the performance of existing managers and to provide for a planned growth of managers to meet future organizational requirements is management development. If we talk about employees they don't find conventional training interesting. They do it of course but they don't enjoy it because it's about work not about themselves. The most effective way to develop people is instead to enable learning and personal development, with all that this implies.

### **Need for Training**

- Critical thinking and problem solving.
- Communication.
- Collaboration.
- Creativity and innovation.
- Economical Changes
- Technological changes
- High productivity

### **Training in Education Industry**

In most of the developed countries, teacher education has moved from training teachers to transfer knowledge and preparing them to practice a new role of producing knowledge (Stewart, 2011). In other words, in the process of becoming and being a teacher, doing as a teacher research not only promote reflection about personal performance in the classroom, but also seem to stimulate a valued process of self-assessment, in challenging future teachers to identify their personal strengths and weaknesses. Thus, in order to help teachers practice this advanced role, teacher education should equip teachers with self-evaluation and problem-solving skills that are based on research-oriented education.

Research in education is necessary in order to provide a basis for educational planning. It is one of the main fields that should be embedded in higher education curriculum (Niemi & Jaku-Sihvonen, 2006). With regard to this, research-based education has lately received increasing interest both among researchers in higher education and in public discussion. Through these experiences, teachers develop the requisite knowledge and skills to become effective classroom leaders capable of implementing the national reform agenda.

A teacher can easily become an educational leader; can create positive change in the classroom and in the lives of his/her students and can shape the environment, or even the future of the country. On the other hand, a teacher can also ruin the lives of individuals. How should these role models be educated and trained then? This has long been debated and no perfect answer was found to solve

this argument. Even if there are good programs or curriculum to prepare future teachers, there is always room for improvement. Teachers and schools need to keep up with the recent developments in the field of teacher education and training in order to be able to improve their teaching programs and the quality of teaching and learning process.

### **Literature Review**

Dr Fazalur Rahman(2011)et.al Teachers had a positive attitude towards teacher training and its effectiveness in classroom situation including actual instruction/academic work, classroom management, evaluation procedures, assignments, and developing human relationships with students, principal, and society in general. Students also had positive opinion about teachers general characteristics, clarity and effectiveness of presentation, developing student interest/involvement in learning, broadening student outlook, and developing good relationship with students, It was concluded that teacher training was positively related to effective teaching. This relationship was statistically significant and positive for overall student achievement.

While some recent studies of the determinants of teacher productivity continue to employ the gain score approach (Aaronson, et al. (2007), Hill, et al. (2005), Kane, et al. (2006)),

Gibbs and Coffey (2004) without the support of training, teachers may move in the opposite direction and reduce the extent to which they adopt a Student Focus. Training can change teachers such that their students' improve their learning Without the support of training no such Positive change in student learning is evident.

P. Nischithaa and M V A L. Narasimha Rao(2014)Companies can also involve employees with the development of Training programs to avoid unnecessary spending of training budgets. Human Resources Departments should emphasize the importance of training programs to its company's success. Although training programs may be reduced or eliminated, essential must remain intact to avoid Future problems.

### **References**

1. Dr Fazalur Rahman, Prof Dr Nabi Bux Jumani, Yasmin Akhter, Dr Saeed ul Hasan Chisthi, Dr Muhammad Ajmal(2011) Relationship between Training of Teachers and Effectiveness Teaching.pg.155
2. Aaronson, Daniel, Lisa Barrow, and William Sander. 2007. "Teachers and Student Achievement in the Chicago Public High

- Schools,” *Journal of Labor Economics* 25: 95–135.
3. The impact of training of university teachers on their teaching skills, their approach to teaching and the approach to learning of their students Graham Gibbs Oxford University, UK
  4. P. Nischithaa and M V A L. Narasimha Rao(2014) *The Importance of Training And Development Programmes In Hotel Industry* pg.56
- MARTIN COFF EY University of Leicester, UK(20014)pg.98