A REVIEW :

Evaluation and impact assessment of training programmes

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SUMMARY : Training is a planned communication process to bring desirable change in the attitude, skill and knowledge of an individual or group. Extensive resources are being utilised for providing training to the individuals in various fields to improve their on-job performance and to make them self-reliant. So, it is essential to monitor and evaluate the success rate of training programme time to time. Monitoring, evaluation and impact assessment are management tools to help track progress and demonstrate the impact of training on its trainees. The main objective of this study was to understand the concept of evaluation and impact assessment. This paper is descriptive in nature. It is concluded that most of training programmes fail to reach their set goals due to lack of proper evaluation, monitoring and impact assessment. But results obtained through evaluation and impact assessment can be used to redesign the programme or training on the basis of the limitations of the programme revealed through these techniques to reach the ultimate goal of the programme.

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