NATIONAL TRAINING POLICY

BASIC PREMISES

FOCUS

IMPERATIVES

IMPLICATIONS
NTP - BASIC PREMISE

• FACTORS NECESSARY FOR PERFORMANCE ENHANCEMENT
  □ ENVIRONEMENTAL
  □ MOTIVATIONAL
  □ BEHAVIOURAL

• PROCESS OF ORGANISATIONAL DEVELOPMENT VERY OFTEN BEGINS WITH FACTORS OTHER THAN TRAINING

• RATIONAL SEQUENCE OF TRAINING AND NON TRAINING EVENTS ESSENTIAL
NTP-BASIC PREMISE

• COORDINATED APPROACH TO TRAINING

• TRAINING – A MANADATORY EXERCISE HAVING LINKAGES WITH
  – PERSONNEL MANAGEMENT
  – CAREER PROGRESSION
NTP-BASIC PREMISE

- **KNOWLEDGE** IMPARTS CONFIDENCE
- **SKILL** CONTRIBUTES TO ENHANCEMENT OF COMPETENCY OF INDIVIDUALS
- **ATTITUDE** LEADS TO COMMITMENT TO JOB
NTP-BASIC PREMISE

• PARAMOUNT NEED TO ESTABLISH TRAINING AS DEMONSTRABLY
  ✔ NECESSARY
  ✔ USEFUL AND
  ✔ RESULT ORIENTED

• INTERVENTION
NTP - FOCUS OF TRAINING

• ACTION OF DOING THINGS RATHER THAN ACQUIRING KNOWLEDGE ABOUT THEM

• STIMULATE AND MOTIVATE TRAINEES TO
  – WIDEN THEIR MENTAL HORIZON
  – PROMOTE INNOVATIONS
  – DEVELOP SCIENTIFIC TEMPER IMBUED WITH PROFESSIONAL ETHICS
NTP- FOCUS OF TRAINING

• SYNTHESIS BETWEEN IMPROVEMENT OF
  – *INDIVIDUAL COMPETENCIES AND*
  – *ORGANISATIONAL OBJECTIVES*

• TRANSLATE LARGE BODY OF COMPLEX
  AND DIVERSE GOALS INTO DISCRETE
  PERFORMANCE OBJECTIVES
  (ACHIEVABLE)
NATIONAL TRAINING POLICY

• SYSTEMATIC TRAINING
• TRAINING FOR ALL
• TRAINING WITHIN ORGANISATION
• IN-SITU TRAINING, DISTANCE LEARNING
• DESIGN BASED ON TRAINING NEEDS
• TRAINING MANAGER TO COORDINATE TRAINING EFFORTS
• TRAINING DRIVEN BY OBJECTIVES
NATIONAL TRAINING POLICY

• TRAINING ON INDUCTION, PROMOTION, JOB CHANGE
• TRAINING ON CHANGING ROLES, POLICIES, TECHNOLOGY, PROCEDURES
• PRIORITY TO TRAINING OF EMPLOYEES AT “CUTTING –EDGE”
• CHANGING ROLE OF TRAINING INSTITUTIONS
• PRE AND POST TRAINING ACTIVITIES TO BE UNDERTAKEN