

NATIONAL TRAINING POLICY

BASIC PREMISES

FOCUS

IMPERATIVES

IMPLICATIONS

NTP- BASIC PREMISE

- **FACTORS NECESSARY FOR PERFORMANCE ENHANCEMENT**
 - ENVIRONMENTAL
 - 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 OBJECIVES**

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**