LIST OF ABBREVIATIONS

1. Constructs of Training Objective

   OBE1: Consulting Trainees before sponsoring for training
   OBE2: Conducting briefing and debriefing sessions before sponsoring for training
   OBE3: Communicating Training objectives before nominating for training
   OBE4: Past Training experiences shared by seniors with the employees before participating in training.
   OBE5: The topics covered during the training were suitable in the current context
   OBE6: The pre-course e-learning materials helped me in the preparation for the training

2. Constructs of Course Contents

   CONT 1: Practical application to job
   CONT 2: Training facilitated in recalling data and information about specific facts
   CONT 3: Value addition to functional abilities
   CONT 4: Training content was well organized
   CONT 5: Training programs contained variety of methods
   CONT 6: Number of training programs was adequate
   CONT 7: Duration of the training programs was adequate
   CONT 8: Training Contents focused on trainees Career objective and organizational objective
   CONT9: It helped in reciting the Company Policy and defining the terms

3. Constructs of Training Equipments & Facilities

   EQUIP 1: Classroom, boarding and lodging facilities
   EQUIP 2: Training Material & Tools
   EQUIP 3: Library facilities and handouts etc
4. **Constructs on the Trainer’s Ability and Deliverables**

   TRAINER 1: Inculcating and encouraging the trainee  
   TRAINER 2: Detailing the program  
   TRAINER 3: Use of examples and analogy during training  
   TRAINER 4: Assisting and helping the trainee for problem solving  
   TRAINER 5: Monitoring the trainee progress  
   TRAINER 6: Subject Knowledge of the Trainer  
   TRAINER 7: Conducting pretest and post test of training

5. **Opportunity for Application of Training**

   OPPN 1: Given adequate time to reflect and plan the improvements in the work  
   OPPN 2: Opportunity to do the job more efficiently after attending the training  
   OPPN 3: Opportunity to meet individual objectives and organizational objectives  
   OPPN 4: Opportunity to value addition/ improve the functional abilities  
   OPPN 5: Opportunity and sufficient follow up on learning are made after the training  
   OPPN 6: I feel that I have made some contribution because of training  
   OPPN 7: Right kind of climate was provided to implement new ideas and methods acquired through training

6. **The overall training effectiveness depends on:**

   (TRAINEFF : Training Effectiveness):

   OBJECTIV  : Overall training objectives is given with various items  
   COUR_CON  : Overall training course content given with various items  
   EQUIP  : Overall perception on training facilities and equipment  
   TRAINER  : Constructs on the Trainer’s Ability and Deliverables  
   OPPORTUN  : Opportunity for Application of Training
7. **Training effect on Individual Performance**

   BEN1: Increasing the trainees work knowledge
   BEN2: Increasing the trainees skills
   BEN3: Inculcated positive attitude
   BEN4: Improved confidence level
   BEN5: Improved communication skills

8. **Training effect on Organizational Performance**

   BEN6: Increases the quality of products
   BEN7: Improved teamwork between departments
   BEN8: Increased sales performance
   BEN9: Increased my involvement with the job
   BEN10: Decreases waste and cost of production
   BEN11: Significant behavior change in employees