A STUDY ON METHODS AND EFFECTIVENESS OF TRAINING IN SELECTED PUBLIC AND PRIVATE SECTOR BANKS IN TIRUCHIRAPPALLI DISTRICT.

QUESTIONNAIRE

1. Name of the Bank ……………………

2. Gender:  1. Male  2. Female

3. Age:  1. Less than 30 years  2. 30-40  3. 41-50  4. 51 years and above

4. Educational Qualification:

5. Experience in Years:
   1. Less than 5 yrs  2. 5-10 yrs  3. 11 yrs & above


7. No. of training programmes attended during the past 2 years:

8. Please state the last programme you have attended: Topic ……………… Duration


10. If On the Job tick the appropriate training methods practiced

11. If Off the Job tick the appropriate methods practiced

12. Rank the effective training method according to your perception in On the job/Off the job
    a. Special Assignments  
    b. Coaching  
    c. Job rotation  
    d. Lectures  
    e. Conference  
    f. Case studies  
    g. Role Play  

PROGRAM

Kindly mention the training program you have attended

1. During the program, I came across a lot of new ideas, which are useful to me.

2. There was high degree of participation and involvement during the program.
3. The program was well structured and sufficient time was allocated for each subject/session.
4. To a large extent, the training program was relevant to my present job.

TRAINING INPUT AND FACILITIES

5. Required training material and assistance were given during the training programs.
6. The training programs were well managed and venues were comfortable.
7. The faculty members presented the materials satisfactorily and it was easy to understand.
8. The faculty members encouraged participants to ask questions.
9. Several relevant cases/examples/live situations were discussed.
   (Specify the reasons for disagreement if any) ----------------------------------------

LEARNING OBJECTIVES MET

10. Did you feel the need for the training in your Organization
11. Do you feel that the objectives of the training program can be achieved by the bank.

ATTITUDE TOWARDS TRAINING

12. The training programmes have reinforced my belief in the usefulness of training.
13. I will not like to miss the training programs conducted by my bank in the future.
14. Training programmes should be taken more seriously.
15. Training is an ongoing process.
   (Specify the reasons for disagreement if any) ----------------------------------------
BEHAVIOR/RELATIONSHIPS

16. Training programs help in bridging the gap between supervisor and subordinate.

17. After attending the training programme, I think that I can be of great help in maintaining a cordial and orderly atmosphere in the bank.

18. Training contributes to a large extent in improving the confidence and commitment of an employee.

JOB EFFECTIVENESS

19. As a result of going through the training programs, I will be able to improve the way I do my current job.

20. I can make innovations at work place using the information learned during the training programmes.

21. The knowledge/skills and information gathered during the training will help me play a bigger role than my current job.
   (Specify the reasons for disagreement if any)  

GROWTH/RESULT

22. The training programs were relevant to my growth and development.

23. The training programmes were helpful in upgrading my skills.

24. Training programmes helped me to remain updated with the latest technology/practices/policies.

25. Training programs contribute in improving the overall performance of the bank.
OVERALL RATING

26. The Duration of the training programme was appropriate
   please suggest a suitable training period-------------------
27. The progress of the training program was appropriate
   (Specify the reasons for disagreement if any) ------------------------------
28. The training content was relevant to the objectives
   (Specify the reasons for disagreement if any) ------------------------------
29. Over all the training programme was effective

SUGGESTIONS FOR IMPROVEMENT

30. Level of encouragement of on-the-job environment in use of skills and knowledge
    learned from the training programme.
    If low please specify the reasons-----------------------------------------
31. Continuation of the programme
    a. Must be continued  b. Can be continued  c. Neutral
    d. Can be discontinued after some time  e. to be stopped immediately
32. Suggest suitable measures if any for the improvement of the training programmes in
    your bank.

    Thank You
1. Number of Training Programmes conducted in your department in last 2 years

2. To what extent, the training programmes influences the employee’s performance
   a. Highest level   b. High   c. Average   d. Low   e. Very low

3. To what extent, the training programmes improve the Organizational Performance of the bank.
   a. Highest level   b. High   c. Average   d. Low   e. Very low

4. Training programmes improves the confidence and commitment of an employee.

5. To what extent, did you achieve the objectives of the training program?
   a. Highest level   b. High   c. Average   d. Low   e. Very low

6. To what extent training program improved the profitability of the bank.
   a. Highest level   b. High   c. Average   d. Low   e. Very low