CHAPTER 6
Areas for Future Work

This study has opened many new frontiers of research activities in the area of implementation and practices of design and evaluation of training. One of the constraints of present study is smaller sample size (only one zonal Railway). The findings of present work can be verified with larger sample size in future and more reliable results can also be obtained.

Intensive studies can also be undertaken to study the significance of other factors on performance both in case of design and evaluation of training. Study of various modes of integration of design and evaluation of training and their effect on business performance is also subject of importance. This can be explored to find the best possible modes of integration.

Both profitability and operating performance are final outcomes of any improvement drive and a direct relationship between these outcomes and efforts made for imparting training is difficult to establish. Therefore, there is a need to develop intermediate diagnostic measures so that effectiveness of training can be assessed with better accuracy and ROI calculated with objectivity and validity.
A. List of Books and Journals:


Benjanian Steve(2007), Performance and Instruction, Vol.28 Iss 9 , PP 12.


Freifeld Lorri(2009), “ 50 Years of Four Levels”, Training , 46, 8; ABI/INFORM Global PP 38.


Ronaldo Pilati,Jairo Eduardo Borges Andrade(2008), “Affective predictors of the effectiveness of training moderated by the cognitive complexity of


Tannenbaum scott I & Woods Steven B : Determining a strategy for evaluation: Operating within organizational constraints (1992) Vol.15


Welch Jack (2001), Jack, straight from the gut, Headline, PP-189.


B. Web sites:

www.adh.sagepub.com/cgi/content/short/7/1/37 retrieved on 04.06.10.
www.adulteducation.fau.edu retrieved on 11.05.10.
www.ashoksom.com retrieved on 13.05.10.
www.asnt.org retrieved on 11.05.10.
www.assets.emeraldinsight.com/10.1108/022621710710833423 retrieved on 11.05.10.
www.astd.org retrieved on 12.05.10.
www.blog.parallel_project training.com retrieved on 12.05.10.
www.cek.ef.uni.lj.si/magister/hu462.pdf retrieved on 11.05.10.
www.certifiedpt.org retrieved on 13.05.10.
www.DFID_original/Eval Report retrieved on 12.05.10.
www.dn.doi.org/10.1080/0958519070124865 retrieved on 11.05.10.
www.Ed.resources info. Centre retrieved on 04.02.10.
www.emeraldingsight.com/10.1108/09653560010335112 retrieved on 12.05.10.
www.emeraldinsight.com retrieved on 11.05.10.
www.emeraldinsight.com/Insight/viewContentItem.do.jession retrieved on 04.02.10
www.etd.lib.ttu.edu/theses/available retrieved on 10.05.10
www.evaluating-training.com retrieved on 11.05.10.
www.google.co.in.Disertation 070404 retrieved on 11.05.10.
www.iimb.ernet.in/-agarwal/lisst.html retrieved on 02.04.10.
www.inderscience.metapress.com retrieved on 11.05.10.
www.inderscience.metapress.com/app/ retrieved on 02.03.10.
www.InderScience@Discover retrieved on 12.05.10.
www.indiabudget.nic.in/es 2009-10 retrieved on 12.05.10.
www.inspq.qc.ca/pdf/publication retrieved on 11.05.10.
www.investigacion-psicopedagogica.org retrieved on 11.05.10.
www.jstor.org retrieved on 11.05.10.
www.jstor.org/pss/4408956 retrieved on 03.02.10.
www.jstor.org/stable/256013 retrieved on 13.05.10.
C. Misc.


Approved modules for stage wise training of Electrical department staff, Management Services Directorate Railway Board, April 2005.


Vision- 2020 (2009), Ministry of Railways.

White Paper (2009), Ministry of Railways.
D. Theses


Bower John (2007), “Evaluate the training services in TransAlta”, Royal Roads University (Canada)


O’Rear Holly Michelle (2002), “Performance-based training evaluation in a high-tech company”, The University of Texas at Austin.
Optimising Training Effectiveness from Class-Room to Work Place (1996), IIMB Management Review.


Pulichino Paul Joseph (2007), “Usage and value of Kirkpatrick’s four levels of training evaluation”, Pepperdine University.


Tipton Vemon (2003), “The effectiveness of the current training practices of middle-level managers in industry as reflected in the practices of the Verizon Corporation”, Duquesne University.

