PREFACE

The importance of transport sector and its importance in the growth and development of a country and the challenges the sector faces due to liberalization and globalization is well known to all of us. The role and importance of Indian Railways, in particular, in the country’s industry and economy is paramount. The performance of Indian Railways, no doubt, has improved all over but not to mark as expected. The analysis of accidents reveal that the major cause of accidents continue to be human factors, and though number of accidents have reduced, percentage contribution of human elements has remained same. In this backdrop, the researcher has identified the research gap, namely, evaluating the Effectiveness of Training, which is the topic of the research.

The literature has shown that the evaluation of training, though an integral part of the training, is not given its due importance resulting into lopsided training programmes. The literature review also reveals that there are no studies on “Evaluation of Training of Motormen and Loco Pilots”, the “Delimited scope of the Study”. The research objectives were formulated to link between training intervention and employee performance. The primary and secondary data was collected and analysed and through these research questions have been answered elaborately and conclusions drawn. The research will have wide spread bearing on the training aspects of Indian Railways.