

NIRDPR organises webinar on emerging trends and practices in training development

SE Report

GANGTOK, September 14:

National Institute of Rural Development and Panchayati Raj, North Eastern Regional Centre, Guwahati organised a one-day webinar on emerging trends and practices in training and development today. The webinar was inaugurated by Prof. Ram Pal Vadhera, vice chancellor, ICFAI University, Mizoram, in the presence of Dr. Murugesan Ramasamy, director, NIRDPR, NERC, Guwahati, and Dr. T. Vijaya Kumar, associate professor and webinar coordinator, informs a press release.

Dr. Murugesan Ramasamy, while delivering the opening remarks, highlighted the importance of training and organising the trainings for heterogeneous group of learners, particularly in rural development and Panchayati Raj training institutions is a big challenge for that the integration of modern trends and practices are much required for quality delivery of the training and development function.

Speaking on the importance of training and development, chief guest Prof. R.P. Vadhera said the importance of training is misunderstood by many

people and providing it as a routine activity rather than in a justified manner. Employees are not keen to join organisations as retention tool and most of the training is imparted without judging the calibre and customising the delivery mechanism to suit the learning objective, he said.

“The training sessions should not be focused on lectures and texts in classroom and the trainers should focus on transfer of training. The transfer of training is the most important aspect of measuring effectiveness of training programme,” he added.

Dr. Anusha Ramanathan, a faculty at Tata Institute of Social Sciences, Mumbai, highlighted the modern trends in training and development. Personalised learning, delivering remediation courses or content and continuous professional learning will outpace one-off training, she said.

Likewise, Pritima Kausha, director, Enablers India, New Delhi, delivered a session on emotional intelligence training and its need for trainers and Dr. Sachin Choudhary, associate professor, Indian Institute of Public Administration, New Delhi, on employee training and development governance.

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