



Study of three models of training

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Abstract : Training is an organized procedure which brings about a semi- permanent change in behaviour, for a definite purpose. The three main areas involved are skills, knowledge, and attitudes but always with a definite purpose in mind. it differs from education in many ways, for all practical purpose training is aimed at specific, job-based objectives rather than the broader society-based aims of Education. Historically, training was expected to learn their job by “exposure” i.e. by picking up what they could from experienced fellow employees. They were not termed trainees since they were not systematically trained, but, they enjoyed such title as helpers, apprentices, in industrial circles. But this method of learning was haphazard, learning time was lengthy, motivational needs often neglected with the possibility of many incorrect procedures being passed on.

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Training is a sub-system of the organization because the departments such as, marketing and sales, HR, production, finance, etc. depends on training for its survival. Training is a transforming process that requires some input and in turn it produces output in the form of knowledge, skills, and attitudes (KSAs).

Key Words : Training, Skill. Knowledge, Model, Employee.

The three model of training are:

1. System Model
2. Instruction System Development Model
3. Transitional Model

System model of training

A system is a combination of things or parts that must work together to perform a particular function. An organization is a system and training is a sub-system of the organization. The System Approach views training as a sub-system of an organization. System Approach can be used to examine broad issues like objectives, functions, and aim. It establishes a logical relationship between the sequential stage in the process of training need analysis (TNA), formulating, delivering, and evaluating. There are four necessary inputs i.e. technology, man, material, time required in every system to produce products or services. And every system must