

ABSTRACT

Sri Lanka Navy place enormous effort to conduct training to make sailors suitable to perform duties at ships, however almost all the Ships Commanding officers have a common complaint: training completed sailors who join ships are not adequately trained to perform duties. Nonetheless, final course records portrays all trainees have completed training successfully. The purpose of the research is to study the effectiveness of the training programs of seamen branch sailors. The study has got two major objectives (1) study the effectiveness of training programs and (2) what functions of training process effect the effectiveness of training. The research is designed to measure, how much the present training programs are associated to standard practices, and perception of the Commanding Officers and the trainees on training programs. All stakeholders of training: training administration/Instructors, Commanding Officers and trainees have become population along with referred documents. The study conducted in 2016, by gathering data from all training establishments situated in Galle, Colombo, Anuradhapura and Trincomalee, and ships in Colombo, Trincomalee and Galle harbours considered in the survey. Responses obtained by questionnaires in 1-5 Likert scale from 191 persons and got 96% of valid responses. Data was analysed rigorously by using multinomial ordinal logistic regression and tested for the validity of the hypotheses models. The research could learn, Sri Lanka Navy adopt, only few standard practices while conducting training however, have abandoned vital and critical functions. Study revealed present training programs demand immediate attention and to improve effectiveness. The findings of the study abundantly explains how and where, measuring of effectiveness of the training programmes are masked. It is important to understand and acknowledge the strenuous effort of Sri Lanka Navy to conduct training programs in the best way, yet lapses in identifying training need at the outset and not conducting exams and evaluation have distanced achieving better effectiveness of training. Sri Lanka Navy have systematically arranged training, thus furthering effectiveness will be a quite easy by correctly adopting standard practices. Study extended to propose suggestions to measure effectiveness of training, which was never done earlier and also apply controls to help training programs to develop and sustain by self. Making the training programs effective will inevitably allow Sri Lanka Navy to use funds more efficiently, which will help to cut down costs on other ad hoc training arrangements.

Key words: Standard practices in designing training, effectiveness of training program, training need identification, conducting examinations and evaluations