THE EFFECT OF INNOVATIVE TECHNIQUES ON THE LEARNING VALUE OF TRAINING

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Degree Master in Business Administration

BY

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RECOMMENDATION FOR ORAL EXAMINATION

This Project/thesis here to attached, entitled, **"THE EFFECT OF INNOVATIVE TECHNIQUES ON THE LEARNING VALUE OF TRAINING "** prepared and submitted by " **HIRA KHURSHID** in partial fulfillment of the requirements for the degree Master in Business Administration, is hereby recommended for appropriate action.

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ABSTRACT

Conducting training is one of the essential jobs of the Human Recourse Department. Training are of various types and in each of the training types there are various sessions that take place. Training is taken as a bore activity by various attendants. Many researchers have address this issue of dullness of training, researchers say that this perception of training is the biggest constraint to make the training effective, measures should be taken to remove this perception from the mind of trainees. Researcher along with many organizations came up with various techniques that may be used to make the training more as a fun than a class room. This research paper is one of the effort to identify the various innovative training techniques that may be used in Pakistani Organizations for making the training effective so that the learning value of the training also increase.

Individual employees and head of Human Recourse Departments of selected large companies will be interviewed on the effect of innovative training techniques on the learning value of training. First we will inform them about the purpose of the thesis so as to gain their confidence. Questionnaire will be made both on closed ended questions and such individuals as described above will be asked to fill the questionnaire to get the actual effect of the innovative training technique on the learning curve of training.

Based on the responses and the analysis drawn from the review of the related research papers and books and on the analysis of primary data collected, the findings of the thesis are that there are various training types of trainings having different parameters, in each of them there may be utilized various innovative training techniques which can increase the learning value of the training. Such techniques however, should be carefully selected as per the training type. Overall from the review of various literatures on the types of training and through the primary research performed for the effectiveness of various innovative training techniques we are rejecting the null hypothesis and accepting the alternative hypothesis that Innovative training techniques have a positive impact on the learning value of training.

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Author of Dissertation

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