



**Rooshikumar Pandya–AMA
Trainer's Academy**

Assessing Training - Learning Needs of an Organization

Torrent-AMA Management Centre, Core-AMA Management House,
ATIRA Campus, Dr. Vikram Sarabhai Marg, Ahmedabad 380 015
Phone: 079-26308601 • Fax: 26305692 • E-mail: amaahd@gmail.com,
Website: www.amaindia.org

Rationale

- Organizations, which constantly learn and change, alone can survive and grow in this age.
- ROI – Return on Investment on Training of people, can be 10 to 1000 times higher, than the R.O.I. on machinery and equipment.
- Targeted training i.e. Training based on clear assessment of training-learning needs of the individuals, groups and teams within the organization, can yield much higher returns than the ad-hoc training efforts.
- Proper need assessment of training-Learning requires following:
 - An assessor who had, wide and intensive exposure to the variety of problems and issues faced by different organizations, and the experience of evolving solutions by pooling of talents and resources.
 - An assessor who has strong HRD-OD (Human Resources Development and Organizational Development) base.
 - Impartial, non-intimidatory, simple, empathetic and inspiring probing process
- **AMA panel of management specialists, having requisite competence, can assist you in assessing Training-Learning needs assessment of your Organization.**
They will help you in
 - Proper classification of your employees in relevant clusters
 - Interviewing a representative sample of employees in each cluster
 - Designing pre-tests and questionnaires
 - Administering tests and questionnaires
 - Interpret results
 - Make recommendations

Scope of Recommendations

- Cluster - wise, Individual - wise, learning needs in terms of
 - Gaps in knowledge – Education required
 - Gaps in skills – Training required
 - Attitude change required – Counseling required
 - Change in habits required – Coaching required
 - Degree of involvement – Mentoring required
- Concurrent changes needed in the organization structure, strategy, systems, style, staffing, values, vision and mission.

Faculty:

A team of expert faculty will conduct the Study.

Fees:

The fee will be depending on the size of the unit and number of employees. However, Rs.10,000 for a group of 50 or less employees at one location in Ahmedabad. Outstation stay and travel costs of the specialist and any other related costs to be borne by the member organization.

Registration :

For obtaining assistance, please contact:

Executive Director, Ahmedabad Management Association
 ATIRA Campus, Dr. Vikram Sarabhai Marg, Ahmedabad 380 015
 Phone: 26308601, Fax: 26305692
 E-mail: amaahd@gmail.com, Website: www.amaindia.org

Rooshikumar Pandya - AMA Trainers' Academy

Sponsored by Professor Rooshikumar Pandya, a leading Trainer and Behavioural Scientist, the Academy was set up in January 2000 by AMA as part of its continuing education and professional activities. The major focus of the Academy is to develop trained professionals for management training and education. The academy organises Training Workshops, Teachers' Training Programmes, Case Workshops/Case Writing, Trainer's Forum Meetings, etc.



Assessing Training - Learning Needs of an Organization

Request from Participating Organization:

Name of the Company: _____

Address: _____

Phone No. _____ E-mail: _____

Fax : _____ Mobile: _____

Name of contact person _____

Phone: _____ E-mail: _____

Size of the Company _____

(a) Number of Employees _____

(b) Turnover (Rs.) _____

Line of Business (Pl. mention) _____

- Manufacturing _____

- Selling _____

- Manufacturing / Selling _____

- Service _____

Please send your request to Executive Director, AMA

E-mail: amaahd@gmail.com

Fee will be finalised after initial meeting.