



International Journal on Recent Researches In Science, Engineering & Technology

A Journal Established in early 2000 as National journal and upgraded to International journal in 2013 and is in existence for the last 10 years. It is run by Retired Professors from NIT, Trichy. It is an absolutely free (No processing charges, No publishing charges etc) Journal Indexed in DIIF and SJIF.

Research Paper

Available online at: www.jrrset.com

Chief Editors 1 : Dr. M.Narayana Rao, Ph.D., Rtd. Professor, NIT, Trichy.
(Engg.&Technology division)

2 : Dr. N.Sandyarani, Ph.D., Professor,
Chennai based Engg.College, (Science division)

ISSN (Print) : 2347-6729

ISSN (Online) : 2348-3105

Volume 2, Issue 10,
October 2014

DIIF IF :1.46

SJIF IF: 1.329

Design and Development of Induction Training Program for the Engineers of Highways Department

Guide : Dr. S.Mohan., Director, NITTTR , Research Scholar : R. Senthil Raj

Abstract - This study reports on the results of a study on the design and development of induction training program for the newly recruited engineers of highways department, Tamil Nadu. Training and development is important for transforming an organization into competitive organization. Training the workforce on a continuous basis reaps major benefits to the organizations in the long run. Induction training program is the first step towards the long journey in grooming the newly recruited workforce to face the real world challenges awaiting in the workplace. The study highlights the design process of induction training program in which 120 engineers of highways department, Tamil Nadu took active participation. Prior to the program, a need assessment study was conducted to design the curriculum of the training program. This paper outlines the major processes carried out in the design and evaluation of program. The results of the study have strong implication for the highways department in training the newly recruited young engineers in efficient manner.