

Figure

Organization	Number of Participants for survey
1, Department of Local Government.....	25
2. Ministry of Trade Commerce and Consumer affairs.....	20
3. Chief Secretariat- Western Province.....	40
4. Ministry of Public Affairs and Relationships.....	25
5. Commission of Inland Revenue.....	15
6. Ministry of Education Services.....	25
7. Ministry of Youth affairs and vocational training.....	20
8. Independent television network.....	40
9. Ministry of finance and Planning.....	10
10. Southern Province Provincial Council.....	30

Author has selected above organization to get involved with the research by considering five key areas.

1. Sensitivity with the public
2. Decision making
3. Involvement of leadership
4. Verity of subjects
5. Easiness of access

Based On that, the below questionnaire has distributed among 250 employees to answer the questionnaire as below

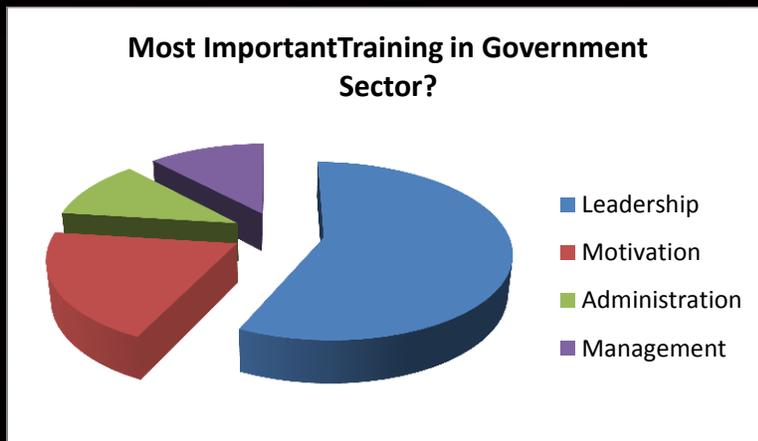
(This survey questionnaire is to identify the needs of the government sector employees for their training and developments. Questionnaire has attached under appendix, the summarized answer also has written by the author as follows)

Answers

Training Questionnaire, Needle documents

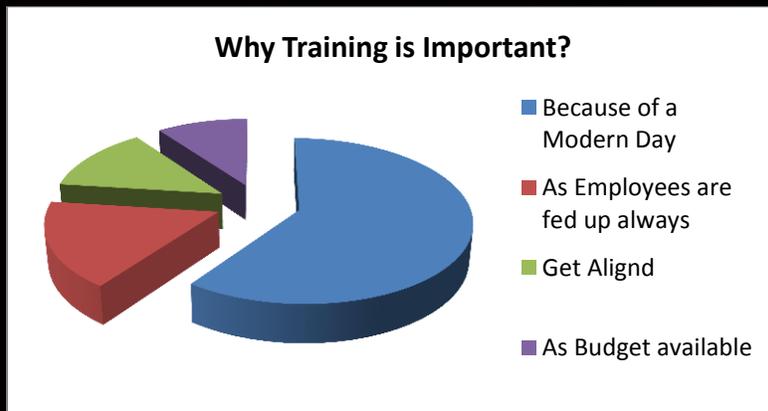
1. What are the training which is most important for government sector employees?

Summarize answer- 64% of them are ticked leadership. 20% of them Motivation. Others are saying management and administration. This answer is clearly indicates that the leadership is the most thing to implement than even motivation. When author had some personal communication discussions some of the government employees explained when the leadership is fine it would be an always a motivation and may lead to good management also. .



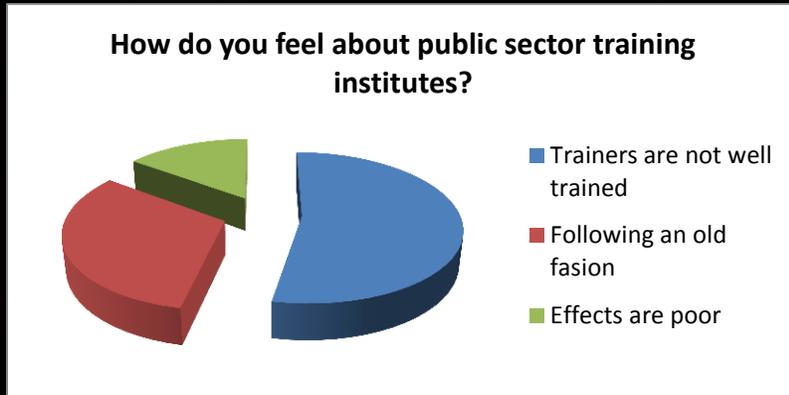
2. If you think the training is important now days than before why is that?

Summarize answer- 60% Employees are saying this is modern day. Therefore we need to build a modern day organization. About 24% employees says why training need as most of employees says getting fed up in couple of months.



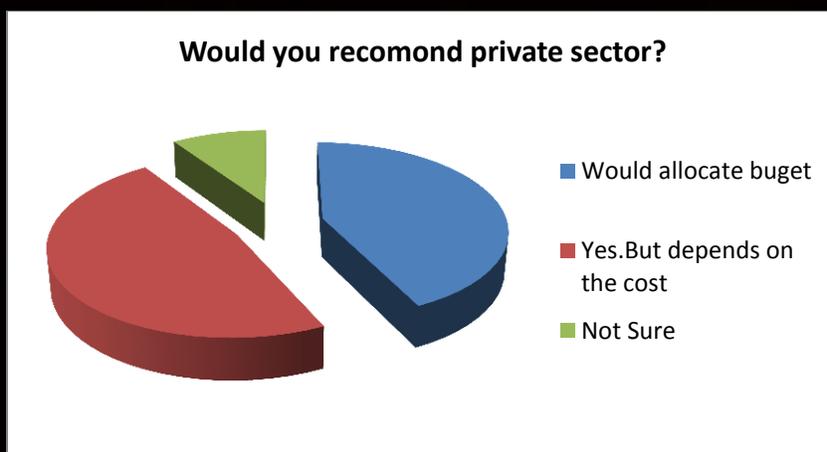
3. How do you feel the government sector training institutes and the lecturers or the trainers averagely

50% of them says “They are not well trained to fit with modern world terms” But 20% of the says “They are ready to do something. But employees are see the all traditional fashions”. 30% of them are saying that They are not enough and their effects are very poor. Therefore this answer is clearly indicates government sector employees are not much interested to see any new or something different to old fashion. And the message they are giving is to introduce a new concept.



4. If any new methods and training attraction would you recommend to go with that even though there from a private body?

Answer for this question was 45% “Of course always I would allocate the budget” 50 % were they says “It depends on the cost”. Therefore the clear answer is this 95% people would allocate the budget for new training if it is cost effective. It means if the organization provides the proper pricing strategy it would be always an opportunity to expand the market share.



5.What do you think how often do you need required training

40% of employees says training may need every month. This may be a really true answer as author has received this kind of feed back in lot of times when looking a different components. 50% employees are says it should be once a year. Still this is a great answer as if any training company gets this account in a one department this is a big cash flow for at least for 3/4 years. Therefore if any training company gets just a forty accounts to run this would be a busy business to run in whole year each and every week. That's how its work.

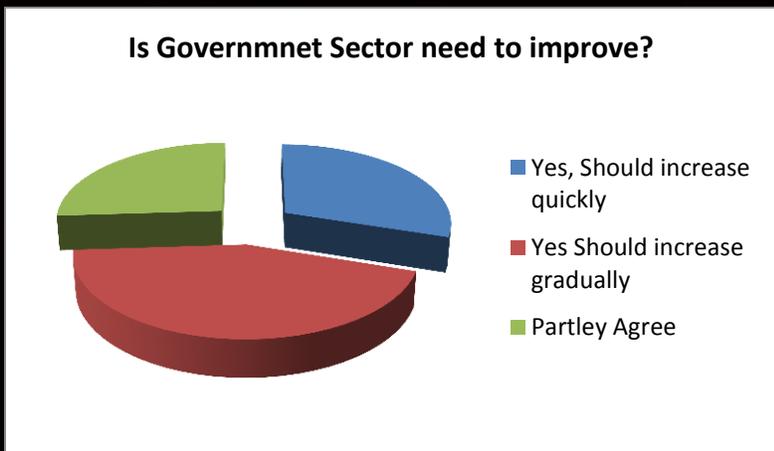


6. Normally the government sector needs to get improved lot of skills? Do you agree with that

30% says Yes, Always it feels. Must increase quickly

44% says Yes, But it should be increase gradually

26% says Partly agree. But it is not easy



7.If you have a staff to get trained on leadership components, What would be the best thing to do

21% Put them on a programme with SLIDA or a government training institutes

25% Put them on a programme with professional private training company

54% Put them on a budget programme, but professional private sector company

On this answer also showing the gap and the market. If those decision makers thinks that they could gather skills by having budgeted programme it would not be a problem whether it is a private training company. Even though the 1st 21% will put to SLIDA still the remaining 79% would like to experience and believe something different.



8. Do you believe private sector training companies would do better than the government institutes when it comes to leadership training

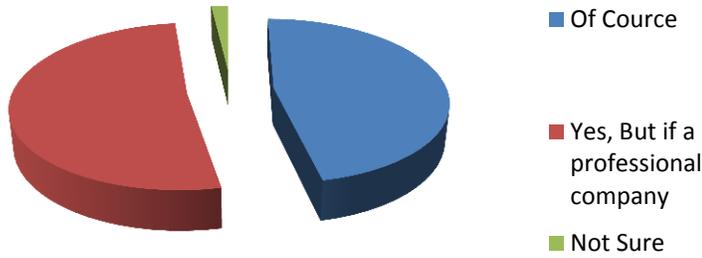
40% Of course. It is very clear and confident

16% I am not sure

44% Yes. But if it is a professional company

On above answer 84% employees believe that private sector companies would do better than the government sector when it comes to leadership training.

Would private companies do better than government sector training institutes?



9.If it is training what are the immediate training government sector employees required?

19% How to get align with the vision and changing the culture

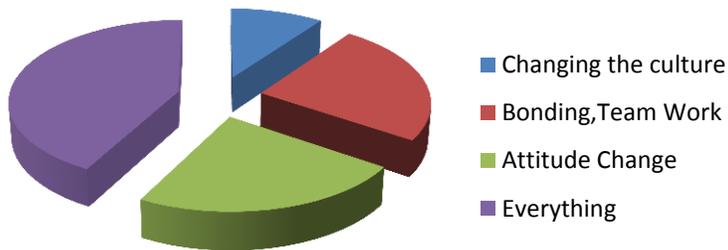
22% More of bonding, Team work

21% Motivation and attitude changing

38% Everything

The large group of 38% employees are saying that they believe Team work training, motivation, attitude changing get align to the vision would be more important when it come to the training in government sector

What are the immediate training needs?



10.Do you believe that any private sector training company always could fill the gap on training market?

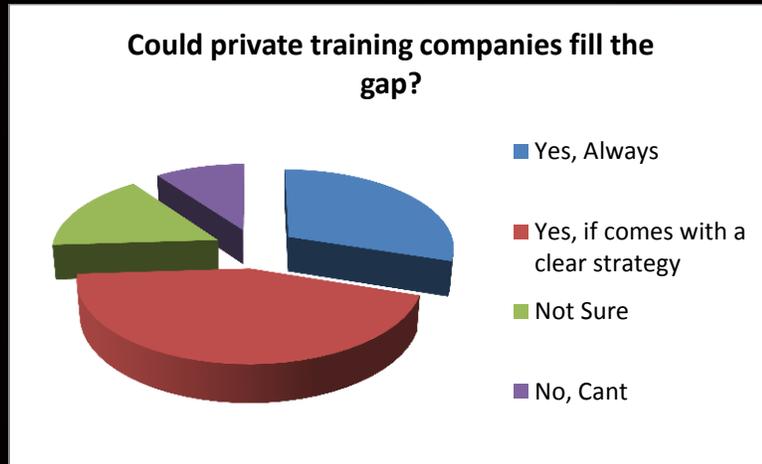
30% Yes, Always they could fill the gap

44% Yes, But they should come with a best strategy

16% I am not sure

10% No. Government sector people go with government training organization

On above answer the 16% are says that “ I am not sure”.



Based on that answers, anybody could come to three main conclusion

1. Government Sector needs modern training
2. There is a gap on training when it comes to gat align the work force
3. It would be always a market if it is a proper approach for that