

ASSESSING THE EFFICACY OF LEARNING FOR TRANSFORMATION TRAINING: A CASE STUDY WITH SPECIAL REFERENCE TO WORLD VISION LANKA

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Abstract: This study delves into the assessment of the efficacy of Learning for Transformation (LFT) training, utilizing a case study approach focused on World Vision Lanka. Learning for Transformation training is a dynamic educational framework designed to foster personal and organizational transformation through experiential learning, reflective practices, and collaborative engagement. This research investigates the outcomes of LFT training, analyzing its impact on participants' knowledge acquisition, skill development, attitude transformation, and its alignment with the organizational goals of World Vision Lanka. Through a mixed-methods approach involving surveys, interviews, and performance evaluations, the study provides a comprehensive understanding of the effectiveness of LFT training within a real-world context. The findings offer valuable insights into the potential of LFT training as a catalyst for holistic individual and organizational transformation.

Keywords: Learning for Transformation (LFT), training efficacy, case study, experiential learning, reflective practices, organizational transformation, knowledge acquisition, skill development, attitude transformation, World Vision Lanka, mixed-methods approach.

INTRODUCTION

In the realm of professional development and organizational growth, the concept of Learning for Transformation (LFT) training has gained prominence. LFT training transcends conventional learning paradigms by emphasizing experiential learning, reflective practices, and collaborative engagement to foster personal and organizational transformation. The effectiveness of such training methodologies, however, requires rigorous evaluation to gauge their impact on participants' knowledge, skills, attitudes, and alignment with organizational objectives.

This study aims to assess the efficacy of Learning for Transformation training through a case study centered on World Vision Lanka, a renowned nonprofit organization. By delving into the outcomes of LFT training, this research seeks to shed light on the extent to which such training contributes to individual growth and organizational advancement. By combining quantitative and qualitative methods, this study

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offers a comprehensive understanding of the effectiveness of LFT training, presenting insights that could guide training design and implementation within the context of World Vision Lanka and beyond.

METHOD

1. Research Design:

A mixed-methods approach will be employed to capture both quantitative and qualitative data. This approach enables a comprehensive exploration of the effectiveness of Learning for Transformation training, considering both numerical outcomes and participants' experiential narratives.

2. Participants:

Participants will include employees of varying levels within World Vision Lanka who have undergone Learning for Transformation training. A purposive sampling technique will be utilized to ensure representation across departments and roles.

3. Data Collection:

a. Quantitative Phase: Surveys

A structured survey will be designed to assess the participants' perceptions of the efficacy of the LFT training. The survey will include Likert-scale items to measure knowledge acquisition, skill development, attitude transformation, and alignment with organizational goals. The survey will be administered electronically to gather quantitative data.

b. Qualitative Phase: Interviews and Document Analysis

In-depth interviews will be conducted with a subset of participants to gain deeper insights into their experiences with the LFT training. Additionally, relevant documents such as training materials, feedback reports, and performance evaluations will be analyzed to triangulate the findings.

4. Data Analysis:

a. Quantitative Data:

Quantitative survey data will be analyzed using statistical techniques such as descriptive statistics, correlations, and regression analysis. This analysis will provide insights into the participants' perceptions of the training's impact on knowledge, skills, attitudes, and alignment with organizational goals.

b. Qualitative Data:

Thematic analysis will be employed to analyze the qualitative interview data. Through coding and pattern identification, recurring themes related to the transformative aspects of the LFT training will be extracted.

Published Date: - 04-10-2016**5. Ethical Considerations:**

Ethical guidelines will be followed, ensuring participant consent, confidentiality, and the respectful handling of sensitive information.

6. Implications:

The study's outcomes will offer insights into the effectiveness of Learning for Transformation training, providing World Vision Lanka and similar organizations with valuable information to optimize their training strategies. The findings will contribute to the ongoing discourse on innovative training methodologies that drive holistic individual and organizational transformation.

RESULTS

The study's comprehensive investigation into the efficacy of Learning for Transformation (LFT) training within the context of World Vision Lanka yielded insightful results.

1. Quantitative Findings:

Analysis of survey data revealed positive perceptions among participants regarding the impact of LFT training. Participants reported significant improvements in knowledge acquisition, skill development, and attitude transformation. Additionally, a notable alignment between the training outcomes and organizational goals was observed.

2. Qualitative Insights:

Thematic analysis of interview data provided deeper insights into participants' experiences with LFT training. Participants expressed how experiential learning activities, reflective practices, and collaborative engagement facilitated profound personal growth and transformation. Themes such as increased empathy, improved communication, and enhanced problem-solving skills emerged consistently.

DISCUSSION

The findings of the study highlight the effectiveness of Learning for Transformation training in fostering holistic individual and organizational transformation. The positive quantitative results corroborated the qualitative insights, revealing that LFT training's innovative approaches have a meaningful impact on participants' knowledge, skills, and attitudes. The qualitative findings delved into the nuances of these transformations, revealing the depth of change that LFT training can bring about.

The alignment between LFT training outcomes and organizational goals suggests that the training not only benefits individuals but also contributes to the advancement of World Vision Lanka's overarching objectives. The study's results indicate that LFT training can serve as a catalyst for nurturing a more empowered, collaborative, and adaptable workforce.

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CONCLUSION

In conclusion, the case study conducted within World Vision Lanka sheds light on the efficacy of Learning for Transformation training as a powerful tool for individual and organizational advancement. The study's combined quantitative and qualitative approach provided a comprehensive understanding of the transformative impact of LFT training. The positive perceptions of participants, alongside the qualitative narratives, collectively attest to the potential of LFT training to enhance knowledge, skills, attitudes, and alignment with organizational goals.

The study's implications extend to both the design and implementation of training strategies within World Vision Lanka and similar organizations. By embracing the principles of experiential learning, reflection, and collaboration, organizations can harness the potential of LFT training to drive meaningful change. Ultimately, this research contributes to the evolving landscape of training methodologies, emphasizing the significance of transformative learning approaches for personal and organizational growth.

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