

**Evaluating the Effectiveness of Promotion  
Linked Training (PLT) at DSD**

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## **List of Symbols, Abbreviations and Nomenclature**

ANOVA- Analysis of Variance

CPD- Continuous Professional Development

DSD- Directorate of Staff Development

EEC- Education Extension Center

IPO- Input Process Output

KPK- Khyber Paktun Khwah

KSA- Knowledge, Skills and Abilities

PITE- Provincial Institute of Teacher Education

PLT- Promotion Linked Training

PRP- Provincial Reform Program

PST- Primary School Teachers

ROI- Return on Investment

SPSS- Statistical Package for Social Sciences

TVS- Training Validation System

### **Declaration:**

The work reported in this research document was carried out by the researcher under the supervision of Dr. Farhat Munir, Director School of Professional Advancement, University of Management and Technology, Lahore Pakistan.

I hereby declare that the title of this research thesis “EVALUATING THE EFFECTIVENESS OF PROMOTION LINKED TRAINING (PLT) AT DSD” and the contents of the thesis are the product of my own research and no part has been copied from any published source (except the references, standard mathematical or genetic models etc.). It is further declared that this work has not been submitted for award of any other degree/diploma. The University may take action if the information provided is found inaccurate at any stage.

**Abstract:**

*The purpose of this research study is to evaluate the effectiveness of the promotion linked training (PLT) which aims at the professional development of the primary and secondary teachers in Punjab, Pakistan, conducted by the training institute known as Directorate of Staff Development (DSD). In this regard, the Kirkpatrick's model of training evaluation has been used and the training effectiveness has been determined. Moreover, the importance of the quality of teachers was discussed in the light of past research studies along with its relation with the professional development. Afterwards, the concept of professional development and its significance was discussed. The need of training for their professional growth was also discussed in the light of past research studies. Current research study employs a mix method approach as a research methodology which is the combination of both quantitative and qualitative data. In this regard, three data collection instruments were used i.e. questionnaire survey, semi-structured interviews and class room observations. The research site in this research study was DSD training center. The data was analyzed using the SPSS software and tests like Pearson correlation, regression and ANOVA were performed. The research findings indicated that, the promotion linked training conducted at DSD is effective in terms of enhancing the professional skills, performance and learning of the trainees.*

## **Chapters**

### **Chapter 1                    Introduction**

In this chapter, the concept of training and its significance in education will be discussed briefly. The current situation of the education system of Pakistan will be discussed and the need of teachers' training will be analyzed. Afterwards, the problem statement will be discussed and research objectives and research questions will be discussed.

### **Chapter 2                    Literature Review**

In this chapter, the notion of training, its importance in teaching and education will be discussed in the light of the past research studies. Then the relation of the training with the learning of the trainees will be evaluated. The elements which make a training program effective will be discussed in detail. Afterwards, the conceptual framework of the research study will be discussed.

### **Chapter 3                    Theoretical framework**

In this section, the theoretical framework of the research study will be discussed and analyzed. Then, the proposed hypothesis of current research will be discussed.

### **Chapter 4                    Research Methodology**

In this chapter, the research methodology of the current research study will be discussed. The research strategy will be formulated and its rationale will be discussed. Afterwards, the research method to be followed will be selected and sample strategy will be explored. Then, the tools used to analyze the data will be discussed.

### **Chapter 5                    Summary and Conclusion**

In this chapter, the possible limitations of this research study will be discussed. The future implications of the research study will be discussed followed by the conclusion of the research study.

## **CHAPTER 1: INTRODUCTION**

### **1.1 Overview**

Learning is a continuous process and for the development of a society and nation, education is vital. Education and learning is foundation of a society and its significance cannot be overlooked (Adams, 1998). Ball (1990) posits that, today it can be seen that only those nations are successful which have given due importance to their education system and worked for the development of their people by making them educated. Education is that tool which can revolutionize the fate of the nations. According to Etor, Mbon and Ekanem (2013), primary education is the most fundamental level of education which is recognized worldwide. The quality of the other levels of education depends in a great deal on the framework of the primary education. In order to improve the quality of the primary education, efforts are put forth at national and international level. The education system of Pakistan comprises of primary, middle, secondary, higher secondary and university level education. But primary education is the most fundamental and vital part of an education system as it lays the foundation of a student (Mughal, 2015).