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DOI: <http://dx.doi.org/10.3126/jtd.v4i0.26815>

**Journal of
Training and Development**
2019, Volume 4
ISSN: 2392-456X(Print)
ISSN: 2392-4578(Online)

Editorial

Continuing the Journey of Education, Training and Research

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The Journal of Training and Development has come up with issue 4, Volume 4 with the objectives of sharing the recent research findings in the field of Technical Vocational Education and Training (TVET) in research, training and development. This publication has a collection of valuable articles from TVET experts, scholars and educationalist. This training and development journals are considered to be valuable resources for the scholars, educationist and TVET experts and stakeholders.

This issue consists of seven articles on different aspects of Training and Development.

The first article by Anoj Bhattarai scrutinizes the current TVET practices, identifies the gap and predicts systemic TVET implementation mechanism that ensures affordable access to TVET and a decent job for the productive age group of Nepal. The paper concludes that it is very necessary to link TVET with the industry, the necessary skills and competencies must be demanded by the industries, graduates having the demanded skills and competencies will be easily employed, the industry plays a vital role in the implementation system, only then can we have optimum utilization of the human resource.

The article by Binayak Krishna Thapa and Aishwarya Rani Singh discuss about the end-goal of the approaches is human development. The main approaches to understand and implement TVET are mainly human capital and human rights approaches. Along with the abovementioned approaches, the authors has also included capability approach. They argue that this alternative approach is linked to human development. They conclude that along with productivity, employment and better incomes, TVET can also lead to human development.

Prakash C. Bhattarai carried out a case study to study the nature and importance of ethics care in TVET schools of Nepal as care for student is yet to be practice in TVET schools. The TVET students are from diverse geographical area, culture and traditions, who might require moral, psychosocial and emotional support. He concludes that care for students can be given through verbal and non-verbal language i.e. language, actions and behaviours. In addition, care is most crucial, inevitable and unavoidable part of school leadership in TVET and it also foster the relationship among stakeholders, instructors, students, principal, and other staff of the schools.

The article by Devendra Adhikari focuses on female participation on short term mobile repairing vocational training and describes how an adult woman exhibit readiness to participate in the short-term training program

in Nepal. The paper is based on a qualitative study with an interpretative paradigm following the narrative inquiry approach. The stories of these women reveal that, they believe that for social recognition in society they must enroll in the vocational training program like the short-term mobile skill-training. The findings of this research are useful in enclosing appropriate plans and policies for conducting short-term vocational training programs in mobile venues for bringing socio-economic changes in women's lives by respecting their family value system.

Jiwak Raj Bajracharya emphasized to enhance the instructors' competencies in carrying out technology integration during teaching and learning to develop and authorize the worked examples. The qualitative and quantitative data was used to develop and validate the worked examples and three instructors from teacher education was utilized during their teaching. The author attempted to develop and authorize Worked Examples to assist instructors in creating a technology-integrated lesson plan by providing the set of guidelines to address an extraneous cognitive load of instructors.

Amit Kumar and his colleagues believes that training can help to improve the performance of employees, training is one of the method for enhancing individual knowledge, skills, ability and attitude as well as improving the job environment. They mainly focus on the job training in bio tech industry to nurture employees with essential skills in all levels. They study on five task specific on-job trainings by trainers with essential theoretical, practical and demonstration skills. The result of such trainings was effective in terms of their learning parameters based on theoretical, practical and demonstration and grading for knowledge, skills, abilities, and attitudes of the technical employees. On the other hand, other advantages of this training is positive interaction with other departments and healthy technical discussion during the training within the organization.

Prithutam Bhattarai and his colleagues discuss on occupational health hazards faced by the secondary school teachers of Government schools due to their occupation. As teachers are the pillars of a school, they need to be healthy and fit to guide the students in the right direction by being both physically and mentally fit. The study explores to improve the work standards and quality of life for the teachers by conducting awareness programs, workshops and trainings programs regarding Occupational Health. The occupational health standard need to be developed with coordination with District Education office and District Public Health office.

Finally, TITI expresses its gratitude to Ministry of Education Science and Technology (MoEST)/ SKILL project for supporting to publish this journal. The editorial team would like to express our heartfelt gratitude to all the authors who have contributed by providing their relevant and valuable creations. We would also like to express gratitude to the reviewers and TITI management team for their continuous support in publishing this journal. The team would also like to welcome articles from TVET experts, trainers and stakeholders in the field of training, development and research. We are also grateful to Tribhuvan University Central Library (TUCL) for providing their professionals support and encouragement to publish these journal online. Last but not least, we are thankful to the publisher for the publication of the print version of this journal.