

# Variables Influencing Participants' Choice of Training Institutions for Training Program

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## ABSTRACT

This study compares variables influencing Participants' choice of training institutions for participant program in Kathmandu Valley. Choice of training institutions for training program is taken as dependent variable. Costs, locations, academic career goal, training institutions affiliations and environment are independent variables. The primary sources of data are utilized to reach the opinions of respondents with respect to choice of training institution for training program in Kathmandu Valley. The survey is based on one hundred respondents. To obtain the purpose of the study, structured questionnaires are framed. The regression models are projected to trial the significance and impact of variables affecting choice of the training institutions for training program in Kathmandu Valley. The result shows that location, environment and Training Academic affiliation are positively connect to choice of training institutions for training program. It signifies that better the environment and Training Academics affiliation higher would be the choice of liked training institutions. The result also shows that more proper the location of the training institutions, greater is the chance of selecting the training institutions for training program. The regression result shows the cost, environment and training institutions affiliation have positive impact on choice of training institutions for training program. In the same manner, the beta coefficients for carrier goal and locations have significant positive impact of the selecting training institutions for training program, which is significant at 5 percent level of significance. Overall, the selecting of training institutions for training program in Kathmandu Valley is affected by the carrier goals followed by the location.

**Keywords:** Cost, environment, carrier goals, and training academy affiliations

## Introduction

Every year training participants are faced with the problem of having to decide on future carrier paths. The decision whether or not to continue with post training opportunities and the choice of a training institutions to attend are two critical decisions that training participants make at this time in their lives.

There are training institutions which offered tailored as well as off-the shelf programs based on their clients' business operations but yet, there is much to be improved. Therefore, training and development can not be disconnected from the business activities of the organizations; on the contrary, this is the area that clearly illustrates positive relationships between training activities and the organizational performance (Regmi, 2019).

Attending as a training participant may have only a vague notion of future training institution needs and benefits. However, the training institution selection process allows training participants to investigate various alternatives. For those training participants attending a institution, the selection process probably assumes high priority. This process typically levels a number of years and may have begun in early childhood when prospective training participants develop perceptions of training institutions and training institutions life.

Highly accredited training institutions fundamentally provide opportunity for participants to advance their academic carriers and to achieve desired professional development. The choice of training programs in general and advanced training program in particular in higher academic training institutions is an important



issue of considerations, and yet it remains a dilemma for most participants.

For those participants considering attending a Training Academy, the selection process probably assumes high priority. A common goal of primary level training academy's training program is to foster participants' critical and creative thinking skills within a liberal training framework, the desired results being qualified certificate receiver who habitually make positive contributions to society through sound independent thought and action.

Web based learning is rapidly replacing other types of training. A learning portal is a section of an employees' websites that offers employees online access to many or all of the training, courses they need to be succeed at their jobs (Dessler & Varkkoy, 2011). Advanced training institutions are facing increasingly complex challenges, such as rapidly growing and global competition. With increasing competition in advanced academic training. By choosing the right type of training, it is ensured that employees possess the right skills for the business, and the same need to be continuously updated in the follow up of the best and new HR practices (Regmi, 2019). Training Academy faces the challenges of selecting sufficient participants each year. The understanding that influences training participant's choice is very important to Training Academy.

Previous study has primarily focused on the variables that influence the decisions of prospective trainees while making the choice of training institutions. Although earlier study has argued that training participants choice is neither economically-rational, nor -liner, But it is influenced by numerous situational and contextual variables such as information availability, academic achievement and training school experience.

The context of increased competition and globalization has also been used by the earlier study as the rationale for conducting research on Training Academy choices. The training participant choice in training field have identified a wide range of variables influencing institutional choice,

particularly the choice of prestigious institution. Selecting training institutions is a decision -making process, which could be included in a field of named career decision making. A process that is taken by an individual, who is considering pursuable career alternatives, compares them, and then selects one,

Demand is the willful want of any person. In a national scale, it is the totality of want in macro level. Therefore, here demand connotes only effective demand for anything. Training is also a precious thing in the organizational perspective anything. Training is also a precious thing in the organizational perspective. When a person enters into an organization, he wants to be capitalized through higher level of training and education so that he could reap higher level of benefit and opportunities, and organization self also wants to equip her personnel with contemporary knowledge, skill and technology so that organization can meet objectives and goal of the organization. Thus, for dual purpose, the training becomes eminent need of the office or organization (Dahal, 2010).

In the context of Nepal, it is revealed that the higher advanced training skill is a backbone for an overall development of any nation. The study found that training plays vital role not only in raising political and social consciousness but also in increasing the number of skilled workers and raising the level of trained manpower. The study found that training skill enhances productive capacity of human resources and improves individual lives to enrich wider society.

In terms of training participation, the scenario is completely otherwise. The five percent public institutions hold about 41 percent of training participants while private training institutions hold an equivalent proportion of training participants (34 percent). Private institutions only hold 26 percent of total training participants which is around 38 percent points less than their holding in number of institutions.

In spite of the growth of number of training institutions, and training participants, academicians do not sufficiently appreciate the present training system of the country. The study has opposed that the training system is not employment friendly, research oriented and global competitive due to lack of abundant skill



required to meet the demand of job market.

It is revealed that a positive relationship between training and income, supporting the assumption that increase in training attainment leads to increase in income level of different social groups. The findings also show that training has economic value and long term impact for the growth and development of any country.

The major purpose of this study is to know the variables affecting trainer's choice of institution for advanced training programs in Nepal. More definitely, it examines the effect of cost, environment, location, training academy affiliation and career goal of choosing the institution for the advanced training program in Kathmandu Valley.

This is the age of specialization where in a every field there is the need for well trained and knowledgeable person. Similarly, export sector is not an exception where there is urgent need for well trained and skilled export sector managers. We can claim that professional export sector managers if get a chance to work in export sectors. In mere future they will definitely enhance the export organizations and export sector in Nepal (Regmi, 2015).

The remaining section of this study is composed as follows: Section two describes the sample, data and methodology, Section three presents the empirical results and final section draws the conclusion and discuss the implication of the study findings.

## Methodology and materials

This study is based on the primary data which were collected from the 100 respondents within Kathmandu Valley. The respondents' views were collected on impact of cost, location, environment, and training career goal and training academy affiliation on choice of advanced training institution for advanced training program in Nepal.

## Model

The functional model of this study is mentioned

below:

$$CTIfAT=f(TCG, L,E,C,A)$$

More specifically,

$$CTIfAT=\beta_0+\beta_1TCG+\beta_2L+\beta_3E+\beta_4C+\beta_5ATA+U$$

Where ,

CTIfAT=Choice of Training Institution for Advanced Training

TCG=Training Career Goal

L=Location

E=Environment

C=Cost

A=Affiliation of Advanced Training Academy

U=Errors

## Training career goal

Training career is the most liked factor as rank by most of the training participants. It looks that sources outside of the training system, such as guardians, employers or youngster aided these trainers in developing a training career goal. Choosing a training career is not a singular event in the life of the adolescent. It is a process that occurs overtime.

It is found that difficulties in making career decisions have been linked to a lack of clarity of one's work values.

Training career goal has a significant influence on training academy choice decision. Based on it, this study develops following hypothesis:

H1: There is a positive relationship of choice of training institution for advanced training program and training career goal.

## Location

Training organizations are not fully aware of fulfilling their organizational roles as change agents. One of these results is the prevalence of gap between internal organizational capacity and external environmental service demands (Rajbhandari, 2011). Training academy or advanced training academic location can be a major factor for potential trainers' decisions to apply and registration.

Some training participants may be looking for an advanced training academy close to their hometown or place of work for convenience and accessibility. The accessibility to an advanced training academy does affect training academy attendance rates.

Training participants who live close to an advanced training academy are more likely to attend training academy though they may not attend the training academy located near home. Based on it, this study develops following hypothesis:

H2: There is positive relationship of choice of academy for advanced training program and location.

### **Environment**

Training participants favor those institutions which provide for an updated learning environment and modern facilities as well as pleasing aesthetics of the training institutions. Trainees are focused on facilities or infrastructure of the institution like library, building, laboratory, and technology and as well as instructing quality, training qualification and medium of the instruction.

Training facilities such as training hall, laboratories and libraries are important in a trainer's selection of a training academy or highly advanced training academy. Based on it, this study develops following hypothesis:

H3: There is positive relationship of choice of institutions for highly advanced training program and environment.

### **Cost**

Cost -related issues seem to have more importance as year's passes by. Cost is one of the most important variables for the selection of training institutions. It is found that price has a negative influence on training choices while financial assistance to reduce costs has a positive influence. Based on it, this study develops following hypothesis:

H4: There is negative relationship of choice of

institution for advanced training program and cost. Affiliation of Training Academy

Training Academy reputation has a tremendous impact on training academy choice. It is a powerful influence on potential training participants and advanced training academy reputation is extremely persuasive in the training institution search and selection process.

Training participants value the reputation of an advanced training academy and it rates as an influential factor by training participants in the training institutions choice process. It is stated that the most influential factor that training participants will evaluate in selecting their choice of institution was reputation of advanced training academy.

Based on it, this study develops following hypothesis:

H5: There is positive relationship of the choice of institution for advanced level academy program and affiliation of advanced training academy.

## **Results and discussion**

### **Correlation analysis**

The Pearson's correlation coefficients have been computed to analyze the relationship between selected dimensions and choice of advanced training program institution and the results are presented in Table 2.

### **Regression analysis**

Having indicated the Pearson correlation coefficients, regression analysis has been conducted and the results are presented in Table 2. More specifically, it presents the regression results of cost, location, advanced training academy affiliation, environment and training career goal on the choice of institutions for the advanced training program in Kathmandu Valley.

Table 2 shows that beta coefficients for cost, location, advanced training academy affiliation, and environment and training academic goals are positive. The positive beta coefficients for location indicate that more appropriate the location of the institution, higher

would be the choice of preferred advanced training institutions, which are significant at 5 percent level. Similarly, the study shows that environment has positive impact on the choice of advanced training academy institution, this indicates that better the environment, higher would be the choice of preferred advanced training institution. The beta coefficient of the advanced training academy affiliation is positive with the choice of advanced training academy institution indicating better the

advanced training academy affiliation, more would be the choice of preferred advanced training academy institutions. Likewise, the result reveals the positive impact of career goals on the choice of advanced training academy institutions, indicating higher the institutional emphasis on the career goal of training participants, higher would be the chance of choosing a particular advanced training academy institution, where beta coefficients is significant at 5 percent level of significance.

**Table 1.** Correlation coefficients between dependent and independent variables

Variables	Mean	S.D	Choice	Cost	Location	Affiliation of Advanced Training Academy	Environment	Training Career Goal
Choice	4.113	.544	1					
Cost	3.420	.631	.082	1				
Location	3.633	.541	.245*	.219*	1			
Affiliation of ATA	3.833	.549	.090	.055	.276**	1		
Environment	4.010	.521	.131	.214*	.129	.350**	1	
Training Career Goal	4.026	.511	.243*	.042	.169	.235*	.271**	1

**Source: SPSS results based on responses on survey questionnaires**

*\*\*Correlation is significant at the 0.01 level (2-tailed)*

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*Table 1 reveals that the Pearson's Correlation coefficient between dependent and independent variables. Choice of advanced training institution (Choice) is the dependent variable and cost (Cost), location (Location), advanced training institution affiliations (Advanced Training Institution), environment (Environment), and training career goal (Training Goal) are the independent variables.*

**Table 2.** Regression results for choice of institutions for advanced training program

Model	Intercept	Co	LO	Unit	Env	Car	Adj. R <sup>2</sup>	SEE	F
1	3.871** (12.817)						.003	.54571	.665
2	3.217(8.884)		.247*(2.503)				.050	.53085	6.265
3	3.771**			.089(.894)			.002	.54534	.800
4	3.562**				.137(1.312)		.007	.54281	1.723
5	3.073**(7.258)					.258*(2.476)	.049	.53119	6.132
6	3.153**(7.444)	.026(.297)	.240*(2.366)				.042	.53334	3.147
7	3.149**(6.805)		.240*(2.329)	.024(.237)			.041	.53343	3.131
8	2.859**(5.443)				.074(.693)	.238*(2.189)	.044	.53260	3.290
9	3.066**	.029(.327)	.232*(2.169)	.028(.275)			.032	.53590	2.103
10	2.832**(5.022)			.015(1.138)	.069(.615)	.235*(2.130)	.034	.53532	2.177
11	2.243**(3.672)	.033(.370)	.199*(1.96)		.046(.423)	.212*(1.934)	.068	.52597	2.803

Notes: 1. \*\* Results are significant at the 1 percent level

\*Results are significant at the 5 percent level. Figures in parentheses are t-values.

The functional model of this study is mentioned below:

$$CTIfAT=f(TCG, L,E,C,A)$$

The results are based on 100 observations by using linear regression model.

More specifically,

$$CTIfAT=\beta_0+\beta_1TCG+\beta_2L+\beta_3E+\beta_4C+\beta_5ATA+U$$

Where ,

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## Summary and conclusion

Every day we make decisions, whether big or small and these decisions can make huge impact in our lives. Training from advanced training institution participants face on of the most crucial decisions in their lives, and that is about their future career decisions. These training participants face the fact that this certain adjudication will decide their future. Deciding on which training academy to attend to is not a great reaction. It requires mature and serious discussion, and my not, despite the long run, lead to initial choice. However, during this crucial stage in each training participants' life, there are some factors which results to confusion, and further lead to a mistake. Thus, the selection of advanced training academy institutions needs severe caution and wisdom.

The major purpose of this research is to analyze the



variables affecting the choice of institution by the advanced training participants for their program in Kathmandu valley. This study is primarily based on primary source of data. The primary data have been used to assess the opinion of respondents with respects to choice of institutions for advanced training program.

The major finding of the study is that the choice of institutions for advanced training program is influenced by several factors. Training career goal has the most significant impact on the choice of institutions for advanced training programs. Location of the institution highly supports the choice of institutions for advanced training programs in Kathmandu Valley.

The study reveals that choice of institution has positive relationship with cost, environment, career goal, advanced training institution affiliation and location. In the same way better the studying environment, higher the choice of advanced training institution would be. The results also show that better the advanced training institution affiliation, higher the participants, preference to such advanced training institutions would be. Likeness, results show that nearer the location, higher the chances that one would choose the institutions. Likewise, higher the institutional emphasis on the career of goal of training participants, better would be the choosing preferences.

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