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**TRAINING NEEDS ANALYSIS OF
PROFESSIONALS IN A CONSTRUCTION
ORGANISATION: A CASE STUDY**



BY
CHANDANIE JAYATILAKE
B. Sc. (Eng.)

SUPERVISED BY
Dr. N. D. GUNAWARDANA

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DEPARTMENT OF CIVIL ENGINEERING,
UNIVERSITY OF MORATUWA,
MORATUWA, SRI LANKA.

University of Moratuwa



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SUPERVISED BY Dr. N. D. GUNAWARDANA

We accept this report as confirming to the required standard.

UNIVERSITY OF MORATUWA.

DECEMBER 2004.

DECLARATION

This dissertation is a report on the research work carried out in the Department of Civil Engineering, University of Moratuwa, Sri Lanka. This submission is original and the work included in this report in part or whole has not been submitted for any other academic qualification at any institution.

C. Jayatilake,
Department of Civil Engineering,
University of Moratuwa,
Sri Lanka.
December 2004.



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ABSTRACT

This dissertation describes a study carried out to identify the training needs of professionals in a construction organisation. At first the company background was studied. In this study the present categories of employees, present status of the company, present method of providing training for the engineers were discussed.

The areas of training pertaining to the professionals were identified in the literature review.

Data required for the study were collected through questionnaire surveys among the company engineers and the senior managers. The data were analysed under the following topics to study the behaviour of the training needs of the engineers and the characteristics of the engineers.



These topics are: 1) Gender and married status 2) Age distribution 3) Distribution of places of work 4) Experience of the engineers 5) Highest skill level of engineers 6) Distribution of professional members 7) Relevance of each area to present activities of the engineers 8) Preferred types of training courses by the engineers 9) Preferred types of training periods by the engineers 10) Requirement of training in different areas 11) Training needs of the company based on the senior management.

Then it was discussed some training courses available in Sri Lanka for engineers. Finally the results of the study were observed to make some conclusions and recommendations.

ACKNOWLEDGEMENT

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ABBREVIATIONS

BOQ	-	Bill of Quantities
C.E.	-	Civil Engineer
CAD	-	Computer Aided Design
D.G.M.	-	Deputy General Manager
ICTAD	-	Institution for Construction Training And Development
IESL	-	Institution of Engineers, Sri Lanka
IT	-	Information Technology
M.E.	-	Mechanical Engineer
M. Sc.	-	Master of Science
MS	-	Micro Soft
P.G.	-	Post Graduate
Q.E.	-	Quarry Engineer
QS	-	Quantity Surveyor
RC & DC	-	Road Construction and Development Company
R.D.A.	-	Road Development Authority
S.C.E	-	Senior Civil Engineer
S.M.E.	-	Senior Mechanical Engineer
T.E.	-	Technician Engineer