

This study has explored the training and development practices and investigates the dynamics of human behaviour in public sector projects in Pakistan, with a view to identifying gaps in such practices and synthesizing a framework for facilitating improvement in capacity building interventions in the projects. A semi-structured questionnaire was designed and pre-tested. The study was carried out by taking a sample size of 115 projects. Data was processed and analysed in SPSS. The results indicate that there is a higher degree of training inadequacy in the project organizations.

The study has identified several reasons for inadequacy of training, like 'workload does not permit', 'training is not a priority of top management' and 'lack of appropriate training opportunities'. Findings reveal that practice of evaluation of training interventions is almost non-existent in most of the project organizations. The present study has extended the work of Kunder and developed a model for measuring the level of ineffectiveness of training in organizations. Results indicate that training and development practices in public sector projects in Pakistan are ineffective..