

TABLE 17-3
 TRAINING IN THE PUBLIC SECTOR SPONSORED
 BY PUBLIC SERVICES DEPARTMENT, 1986-90

	<i>In Service Training</i>		<i>Training Under Look-East Policy</i>		<i>Total</i>	
	<i>Persons</i>	<i>Expenditure (\$ million)</i>	<i>Persons</i>	<i>Expenditure (\$ million)</i>	<i>Persons</i>	<i>Expenditure (\$ million)</i>
1986	1,890	28.9	1,550	19.7	3,440	48.6
1987	1,870	19.4	1,560	20.3	3,430	39.7
1988	2,130	26.2	1,560	24.6	3,690	50.8
1989	2,480	39.6	1,690	28.9	4,170	68.5
1990	3,160	60.0	1,680	29.3	4,840	89.3
Total	11,530	174.1	8,040	122.8	19,570	296.9

17.26 *Institut Tadbiran Awan Negara* (INTAN) provided substantial in-service training for public sector personnel, averaging 22,400 persons per annum. The training programmes undertaken by INTAN continued to emphasize the demands of planning and implementing successful development, training of administrators and staff as agents of change, financial and economic management skills, computer literacy as well as public policy and international relations. *Table 17-4* shows the type of training courses conducted by INTAN over the Plan period and the numbers that benefited from the training programmes.

17.27 The training of employees at departmental level represented a major component of the programme to improve human resource capability of the public sector. Training programmes undertaken at this level were designed to meet the technical skills and expertise required by individual agencies as well as to improve motivation, increase productivity and output, and inculcate positive attitudes and work ethics. On an average, about 75,000 persons per annum were estimated to have benefited from departmental training programmes during the Fifth Plan period. This excludes those trained in teacher training colleges, armed forces, statutory bodies, state agencies and local authorities.