

TRAINING FUNCTION IN SELECT PUBLIC SECTOR ORGANISATIONS IN INDIA : A DIAGNOSTIC STUDY

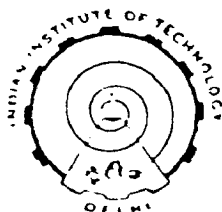
(AN ANALYSIS OF MANAGEMENT AND SUPERVISORY LEVEL TRAINING
PRACTICES IN SELECT PUBLIC SECTOR ORGANISATIONS)

By

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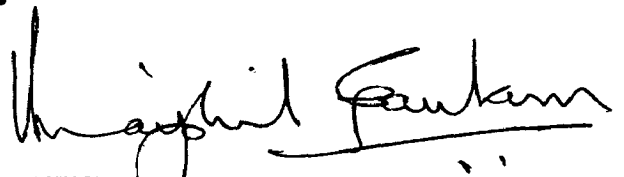


CENTRE FOR MANAGEMENT STUDIES
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C E R T I F I C A T E

This is to certify that the thesis entitled " Training Function in Select Public Sector Organisations in India: A Diagnostic Study" with the sub-title " An Analysis of Management of Supervisory level training practices in Select Public Sector Organisations" being submitted by S. Baskaran for the award of Doctor of Philosophy by the Indian Institute of Technology, New Delhi, is a bonafide record of research work done under my guidance and supervision. The results obtained in this thesis have not been submitted to any other University for award of any degree or diploma.



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A B S T R A C T

In a developing country like India, which aims at socio-economic transformation through industrialisation and effective role of Public Sector Enterprises, the training of human resources is an important function. All levels of public enterprises require suitable training inputs for enabling the human resources to develop and achieve this.

In view of the growing importance of training function for the effective role of Public Sector Enterprises, it may be useful to know the existing state-of-art of training and development activities. The present investigation examines the training activities in the select public enterprises with regard to i) Need for Training; ii) Methods used to assess the training need; iii) Teaching Methods; iv) Component of Evaluation and v) Evaluation Instruments. In addition a comparative estimate of the state-of-art in the field of training function in the select public enterprises has been attempted. An attempt is also made to suggest some recommendations for improving the situation.

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GOD IN HIS STATE OF BLISS EXISTS EVERYWHERE

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