Preface

Training and Development has been widely accepted as a crucial input for improving managerial competence and ultimately increasing organisational efficiency and effectiveness. Training as a part of the baggage of development is a means to correct executive obsolescence, whether in government, business, services or public utilities.

In a country like India, where the central public enterprises and the state level public enterprises (SLPEs) play an important role in achieving the objectives of national development, the importance of training in the public enterprises can hardly be overemphasized. The SLPEs cover a wide range of activities but due to many reasons, SLPEs all over the country are facing a number of problems which have to be solved if their organisational performance is to be improved. In studying the various problems of SLPEs, Mishra and Ravishankar (1984-85) found that the problem of human efficiency is one of the main factors responsible for poor performance of SLPEs. In this context, management training and development as a process to increase and improve the general productivity can bring about greater efficiency and higher work satisfaction and thereby help in achieving the larger objective of raising the standard of organisational services of SLPEs.
The present study is an attempt to analyse the role of Training and Development in the SLPEs of Assam and the efforts made by the SLPEs in this direction. The study covers the entire sample of 48 SLPEs and from primary source, data has been collected with the help of a questionnaire. The thesis has been organised into seven chapters. The first chapter discusses the growing requirement of training specially in the SLPEs and specifies the research design along with the objectives and hypothesis. The second chapter starts with a brief description of each SLPE and evaluates the training policies and programmes of these enterprises. The third chapter concentrates on the study, analysis and evaluation of the three selected SLPEs in the context of training and development of its managers with special emphasis on training needs assessment. The fourth chapter analyses comparatively the three selected SLPEs. The fifth chapter dwells upon the various efforts made by the Government of Assam and in this context a study on Assam Institute of Management (AIM) has been made. The sixth chapter tries to identify new areas of development in the SLPEs of Assam. The last chapter summarises with recommendations arrived at from the study. This study would not have been possible but for the inspiring contributions made by many individuals and institutions.

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