Effective Personnel Management and Industrial Relations is a function of effective Executive Training and Development function. The latter, in turn, is a corollary of a vibrant Manpower or Human Resource Development Policy. That an enterprise (Public or Private) or a Nation-State has risen, declined and decayed is grossly the outcome of its Leadership effectiveness. One best major approach to achieve effective leadership is the administration of qualitative (not quantitative) Executive Training and Development Programmes. These help the Executives to grow progressively both as individuals and in their occupational ladders. The reliability and effectiveness of contemporary practices of Executive Training and Development (ETD) need be put to test. A valid yardstick for that is to conduct a scientific ETD Evaluation Research eliciting the opinion of Executives of various Enterprises on the issue. Based on the perceptions and expectations of the Executives ETD needs for different organizations could be identified and workable policies laid down to tackle them effectively. It was with this background in view that the present study was launched over three years ago, in some Public and Private Enterprises in and around Chandigarh. Prior to that time, no such research seemed to have been
undertaken. The findings of this study would have far-reaching positive effects on the improvement (effectiveness) of ETD Function, the Executives and Public and Private Enterprises, at least, in and around Chandigarh.

This Thesis comprises seven Chapters. Chapter 1 has touched upon introduction to the theory and practice of ETD, with special reference to India. Chapter 2 focussed on Research Methodology, with a brief profile of sampled Executives and Enterprises. Chapter 3-6 dealt with the empirical investigation into the opinion of Executives as regards various gamuts of the ETD Function in Public and Private Enterprises covered in this study, with special reference to ETD Policy Environment, ETD Planning (identification of ETD needs), ETD Administration, ETD Evaluation, respectively. Chapter 7 is the last, it is a consolidation of the summaries of the main findings of the study, their policy implications, and conclusion.

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