<table>
<thead>
<tr>
<th>CHAPTER NUMBER</th>
<th>TITLE</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1</td>
<td>Kautilya and Executive Training and Development in India</td>
<td>28</td>
</tr>
<tr>
<td>2.1</td>
<td>Sample Distribution of Executives</td>
<td>50</td>
</tr>
<tr>
<td>2.2</td>
<td>Functions of Sampled Executives</td>
<td>65</td>
</tr>
<tr>
<td>2.3</td>
<td>Management Level of Sampled Executives</td>
<td>66</td>
</tr>
<tr>
<td>2.4</td>
<td>Highest Educational Qualifications of Sampled Executive</td>
<td>67</td>
</tr>
<tr>
<td>2.5</td>
<td>Monthly Salary of Sampled Executives in Rupees</td>
<td>68</td>
</tr>
<tr>
<td>2.6</td>
<td>Total Service Experience of Sampled Executives</td>
<td>70</td>
</tr>
<tr>
<td>2.7A</td>
<td>Number of Organizations Served By Sampled Executives</td>
<td>71</td>
</tr>
<tr>
<td>2.7B</td>
<td>Indicators of Enterprise Changing Among Sampled Executives</td>
<td>72</td>
</tr>
<tr>
<td>2.8</td>
<td>Brief Profile of Sampled Public and Private Enterprises</td>
<td>73</td>
</tr>
<tr>
<td>3.1</td>
<td>Top Management Holding of ETDP Programmes</td>
<td>81</td>
</tr>
<tr>
<td>3.2A</td>
<td>Attendance of ETDP Programmes Before Joining Present Enterprise</td>
<td>82</td>
</tr>
<tr>
<td>3.2B</td>
<td>Attendance of ETDP Programmes In Present Enterprise</td>
<td>83</td>
</tr>
<tr>
<td>3.3A</td>
<td>Number of ETDP Programmes Attended During Last 3 Years</td>
<td>84</td>
</tr>
<tr>
<td>3.3B</td>
<td>Duration of Programmes During Last 3 Years</td>
<td>86</td>
</tr>
<tr>
<td>Section</td>
<td>Description</td>
<td>Page</td>
</tr>
<tr>
<td>---------</td>
<td>-----------------------------------------------------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>3.4</td>
<td>Top Management Funding of ETD Programmes</td>
<td>87</td>
</tr>
<tr>
<td>3.5</td>
<td>Availability of Enterprise Training Manual</td>
<td>89</td>
</tr>
<tr>
<td>3.6A</td>
<td>Comparative Rank of Personnel Functions</td>
<td>93</td>
</tr>
<tr>
<td>3.6B</td>
<td>Aggregate Rank of Personnel Functions</td>
<td>94</td>
</tr>
<tr>
<td>3.7</td>
<td>Executive Satisfaction With Training and Development Policy</td>
<td>95</td>
</tr>
<tr>
<td>3.8</td>
<td>Proper Climate for ETD</td>
<td>97</td>
</tr>
<tr>
<td>3.9</td>
<td>Importance of ETD to Top Management</td>
<td>100</td>
</tr>
<tr>
<td>3.10</td>
<td>Executive Annual ETD Expenditure Budget Estimate</td>
<td>102</td>
</tr>
<tr>
<td>3.11A</td>
<td>Comparative Rank of Agents of ETD Function</td>
<td>105</td>
</tr>
<tr>
<td>3.11B</td>
<td>Aggregate Rank of Agents of ETD Function</td>
<td>106</td>
</tr>
<tr>
<td>3.12A</td>
<td>Comparative Rank of Bases of ETD Programmes</td>
<td>109</td>
</tr>
<tr>
<td>3.12B</td>
<td>Aggregate Rank of Bases of ETD Programmes</td>
<td>110</td>
</tr>
<tr>
<td>3.13A</td>
<td>Comparative Rank of Objectives of ETD</td>
<td>112</td>
</tr>
<tr>
<td>3.13B</td>
<td>Aggregate Rank of Objectives of ETD</td>
<td>113</td>
</tr>
<tr>
<td>4.1</td>
<td>Executive Awareness of Top Management Planning of ETD</td>
<td>121</td>
</tr>
<tr>
<td>4.2</td>
<td>Executive Participation In ETD Planning During Last 3 Years</td>
<td>123</td>
</tr>
<tr>
<td>4.3</td>
<td>Training and Development Needs Identification Satisfaction</td>
<td>125</td>
</tr>
</tbody>
</table>
4.4 Decentralizing ETD Needs Identification Scheme

4.5A Comparative Rank of Criteria of ETD Recommendation

4.5B Aggregate Rank of Criteria of ETD Recommendation

4.6A Comparative Rank of ETD Information System

4.6B Aggregate Rank of ETD Information System

4.7A Comparative Rank of Techniques of ETD Needs Identification

4.7B Aggregate Rank of Techniques of ETD Needs Identification

5.1 Executive Satisfaction With ETD Administration

5.2A Comparative Rank of Effective Trainer Traits

5.2B Aggregate Rank of Effective Trainer Traits

5.3 Aggregate Rank of Techniques of ETD Administration During Last 3 Years

5.4A Comparative Rank of Executive Preferences for Future ETD Curriculum Development

5.4B Aggregate Rank of Executive Preferences for Future ETD Curriculum Development

5.5A Comparative Rank of Executive Satisfaction With Trainer-Trainee Relations

5.5B Aggregate Rank of Executive Satisfaction With Trainer-Trainee Relations
6.1A Comparative Rank of Satisfaction With Top Management Responsibility in Evaluation of ETD Programmes

6.1B Aggregate Rank of Satisfaction With Top Management Responsibility in ETD Evaluation

6.2A Comparative Rank of Satisfaction With Levels of ETD Evaluation

6.2B Aggregate Rank of Satisfaction With ETD Evaluation Levels

6.3A Comparative Rank of Techniques of ETD Evaluation

6.3B Aggregate Rank of Techniques of ETD Evaluation

6.4A Comparative Rank of Executive Satisfaction With ETD Benefits

6.4B Aggregate Rank of Executive Satisfaction With ETD Benefits

6.5 Executive Job Satisfaction

6.6 Executive Training and Development Satisfiers

6.7 Executive Training and Development Dissatisfiers

6.8 Executive Suggestions For ETD Effectiveness