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MDE-419

**MASTER OF ARTS IN DISTANCE
EDUCATION (MADE)**

Term-End Examination

December, 2023

**MDE-419 : STAFF TRAINING AND DEVELOPMENT
IN DISTANCE EDUCATION**

Time : 3 Hours

Maximum Weightage : 75%

Note : (i) Attempt all the **three** questions.

(ii) All questions carry equal weightage.

1. Answer any **one** of the following questions in about **1200** words :

(a) Discuss critically the need for professional training of newly joined faculty in an Open and Distance Learning University.

Or

(b) Describe the different strategies used for training staff in a distance learning system. Give examples to illustrate the effectiveness of these strategies for different groups of personnel in the ODL System.

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2. Answer any *four* of the following questions in about **300** words each :
- (a) Discuss ‘observation’ as a method for conducting need assessment.
 - (b) How can a teacher apply the principles of constructivism into practice in an online training programme ? Explain with the help of examples.
 - (c) “Training can no longer be a once in a lifetime event but has to be lifelong and continuous.” Do you agree with this statement ? Give reasons to support your answer.
 - (d) What is the role of Management Information Systems (MIS) in designing and conducting a training programme ? Discuss.
 - (e) Explain Kirkpatrick’s model of evaluation for assessing the effectiveness of a training programme.
 - (f) What are the major disadvantages of an online training programme ?

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3. Answer any *one* of the following questions in about **1200** words :

(a) Prepare a detailed plan to organize a 3 day training programme for the administrative staff of an open university. Your response must include all the steps to design a training programme.

Or

(b) What is continuous professional development ? Discuss any *three* types of activities that can be conducted for continuous professional development of teachers.