

**M. A. (DISTANCE EDUCATION)**  
**(MADE)**

**Term-End Examination**

**December, 2025**

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

*Time : 3 Hours*

*Maximum Weightage : 75%*

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**Note :** (i) *Answer all questions.*

(ii) *All questions carry equal weightage.*

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

- (a) Discuss any *two* methods of staff development in distance education. Support your answer with appropriate examples.

*Or*

- (b) What is meant by training needs assessment ? Discuss 'interview' and 'observation' as methods of conducting need assessment. Give examples to support your answer.
2. Answer any *four* of the following questions in about **300** words each :
- (a) Explain the purpose of evaluation of a training programme.
- (b) Discuss the importance of continuous professional development of staff in any organisation.
- (c) How would you formulate the objectives of a one day training of regional centres staff involved in admissions ?
- (d) Discuss any *four* challenges faced by distance learners who do not have the necessary level of language skills.

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- (e) Who is a proactive trainer ? Give reason for your answer.
  - (f) Why is online training indispensable today ?
3. Answer any *one* of the following questions in about **1200** words :
- (a) Discuss the steps you would follow to design and implement a training programme for the academic counsellors in distance education.

*Or*

- (b) Discuss critically at least *three* skills and attributes a distance teacher must possess. Justify your answer with suitable examples.

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