

## TRAINING METHODS FOR 21<sup>ST</sup> CENTURY STUDENTS



### Research Paper

\*Prof. (Dr.) A.C. Bhavsar

Training methods for the 21<sup>st</sup> century students plays a vital role in grooming their personality and imparting **value based learning** which is need of an hour in the current changing situation . This article presents variety of teaching skills useful in imparting treasure of knowledge to new age students and for developing the various facets of global manager for ever changing global economy.

#### 1. Methods for the development of skill.

**1. Brainteaser :** Brainteaser is something like a puzzle that demands mental efforts for its solution. It is method of learning which results in interesting & thought-provoking situations.

**2. Brainstorming :** Brainstorming sessions are effective tool in the hands of trainers to pull the maximum number of views or ideas from group. The flow of thoughts, facts, feelings From contributors can be analysed and refined.

**3. Role Plays :** This method of learning provides an opportunity to learners to act out in a certain situation and to arrive to final outcome or decision. Different roles are assigned to various participants for a specific time period and they tend to react to the situational problem.

**4. Programmed Learning :** Programs that are presented to the students are generally in the form of book. Learners can read the instructions to develop the particular skill. e.g. 'How to read a balance sheet' is a example of programmed instruction.

**5. In – Basket Exercise :** Under this exercise, a student who plays a role of manager is presented with different problems in the field of management in the form of letters, memos etc. The player is forced to solve the given problem within a limited time and also required to write notes and memos to complete exercise.

**6. Individual practical Assignments :** The

practical assignments can be an active form of learning. The Direct involvement of participants in the assignments like market survey or project Planning helps them ultimately in developing the skill and competencies.

**7. Other training methods like, Live Projects, Panel Discussion, Feedback Analysis, Seminars and Conferences** can help the management student to significant extent.

#### B) Methods to bring Attitudinal Changes :

**1. Management Thoughts :** The appropriate management thoughts and sayings helps in the thinking process and change in attitude when quoted or read to students.

**2. Training Games :** Training games are motivational or morale building exercises which can create enthusiasm among the students. It helps in building the confidence and creativity level among the students.

**3. Group Discussions Methods :** Under this method, small groups are formed and all the members in the group can get an opportunity to share their experience, opinions and ideas or may disagree on certain points and finally can come out with some improved suggestions or conclusions.

**4. Case Study Method :** This method involves the study of real life experiences of either an individual or an organization.

**5. Structured Experiences :** IT is method of training which makes the use of 'experience' as a learning Style. The experience which forms the basis of learning can be the experiences Of learners themselves or other than learners. "Do it now & here" exercise can Give classic learning experience to learners.

**6. Moral Stories, Anecdotes, Stories of Birbal and Akbar, Stories from Panchatantra and Mahabharta** to teach management values.

\*MSG College, MalegaonCamp, Nashik (M.S.)