

HRM233 Training and Development

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

Synopsis:

Human resource development (HRD) is a significant pillar in the organisational HR system. Students explore the role of HRD as a transformational function responsible for adding value and delivering results. The course is designed to facilitate understanding of the frameworks and concepts of learning, training and development. Topics include the role of training in an organisation, learning theory, needs assessment, training methodology, organisational support, resources and constraints, evaluation of training, and managing the training function. Issues that influence training implementation are also addressed.

Topics:

- Overview: learning, training, management development
- Orientation and onboarding
- Learning and HRD
- The ADDIE instructional design system
- Needs analysis
- Programme design
- Programme development
- Programme implementation
- Programme evaluation
- Managing training and development programmes
- Transfer of learning and training
- Training, learning and organisational change

Textbooks:

: Employee Training and Development (e-book) 8th ed McGraw Hill
ISBN-13: 9781260569599

Learning Outcome:

- Discuss concepts and frameworks in training and development
- Apply theories and approaches in training and development
- Discuss future trends in training and development
- Analyse the training needs assessment of an organisation
- Apply appropriate training methods for a training programme
- Propose an evaluation for a training programme

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	45
	PARTICIPATION 1	5
Overall Examinable Components	Written Exam	50
Total		100