

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 (Alt ISBN: 9781259535406) 7th McGraw Hill
ISBN-13: 9781308981239

: Employee Training and Development (Alt ISBN: 9781259535406-AA) 7th McGraw Hill
ISBN-13: 1308981239-AA

Learning Outcome:

- Describe the frameworks and concepts of learning, training and development
- Discuss HRD tools and approaches in addressing learning and development issues
- Relate future trends and applications in HRD
- Analyse and assess training and development needs
- Apply HRD concepts and tools in putting together a training plan
- Evaluate a human resource training programme

| Continuous Assessment Component | Weightage (%) |
|--|----------------------|
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| TUTOR-MARKED ASSIGNMENT | 45 |
| Sub-Total | 50 |

| Examinable Component | Weightage (%) |
|-----------------------------|----------------------|
| Written Exam | 50 |
| Sub-Total | 50 |

Weightage Total **100**