

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme		Master of Business Administration			Branch/Spec.		Human Resources Management		
Semester		III			Version		1.0.0.1		
Effective from Academic Year			2021-22		Effective for the batch Admitted in				June 2020
Subject code		2IIIA06TDE		Subject Name		<b>TRAINING AND DEVELOPMENT</b>			
Teaching scheme					Examination scheme (Marks)				
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	4	0	0	0	4	Theory	60	40	100
Hours	4	0	0	0	4	Practical	-	-	-
Objectives:									
The Objective of the course is to acquaint students about the various processes, method and design of training and development activity for the Strategic implementation in the organization.									
Learning Outcome:									
<ul style="list-style-type: none"> <li>• 2IIIA06TDE.CO1: Understand the conceptual framework, importance, and objectives of training and its linkage with learning, motivation, and organizational strategy.</li> <li>• 2IIIA06TDE.CO2 Apply methods of training need assessment to identify performance gaps and develop competency-based training requirements.</li> <li>• 2IIIA06TDE.CO3: Analyze different training designs, delivery methods, and transfer of training practices in on-the-job and off-the-job settings.</li> <li>• 2IIIA06TDE.CO4: Evaluate training effectiveness, design evaluation mechanisms, and recommend strategies for improved organizational learning and development.</li> </ul>									
Theory syllabus									
Unit	Content								Hrs
1	Training and Development Conceptual Framework: Importance, objectives of Training, Learning environment, learning principles. It's relevance to Improving training design. Cross cultural training in Global perspective. Strategic Planning, Training and OD: Strategic Planning Process, HRD's Role in Supporting Strategy; OD, Strategy and Training. Learning, Motivation and Performance: Understanding Motivation and Performance, Self-efficacy and Motivation.								15
2	Training Need Analysis: Definition and purposes of training needs Assessment, level & Components of needs assessment, its Advantages, Task – performance – competency analysis.								15
3	Training Design & Delivery and Methods: Designing Training Programmes, types of training and methods –Implementing training programmes both on-the –job and Off-the-job. Game and Simulations Executive Development, Transfer of training.								15
4	Evaluation of Training: Evaluating effectiveness of training and development, Evaluation Criteria, Evaluation design, Problems and pitfalls in training and development, Training practices in organizations. Sources of Knowledge/Skill Acquisition, The Special Needs of the Technical Manager, Training for Executive-Level Management. Key Areas of Organisational Training: Diversity Training, Sexual Harassment Training, Cross-Cultural Training & other training program and issues.								15
Practical content									
Text Books									
1	Blanchard & Thacker – Effective Training: Systems, Strategies and Practice, PHI								
Reference Books									
1	Lynton and Pareekh . Training for Development 2 <sup>nd</sup> Edn.- Vistar Publications.								

2	R.K.Sahu, Training for Devolopment, Excel Books.
3	B.Janakiram, Training & Development, Biztantra.
4	Dolan, L. Simon and Schuler S. Randal – Human Resource Mgt. Melson Canada .
5	Gomez Mejia – Managing Human Resources – Pearson
6	Khanka S.S. – Human Resource Mgt ., S. Chand & Comp.
7	Cascio-Managing Human Resources TMH
8	Decenzo and Robbins, Human Resource Mgt. John Wiley & Sons.
9	Bernadin, John – Human Resource Mgt – TMH
10	Pareek – Training for HRD and OD
11	Buckly R & Caple Jin – The theory and Practice of Trg., London, Kogen page.
12	Wills, Mike-Managing the Training Process, McGraw Hill, London.
13	Blanchard & Thacker – Effective Training: Systems, Strategies and Practice, PHI

Note:

Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Forth Digit= Content Revision)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

### Mapping of CO with PO and PSO:

Semester 3: Course Name: 2IIIA06TDE TRAINING AND DEVELOPMENT							
Course Outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
2IIIA06TDE.CO1	2	3	1	2	2	2	0
2IIIA06TDE.CO2	3	2	3	2	2	2	1
2IIIA06TDE.CO3	2	3	3	2	1	3	1
2IIIA06TDE.CO4	1	2	3	3	2	1	0

Semester 3: Course Name: 2IIIA06TDE TRAINING AND DEVELOPMENT			
Name of CO	PSO - 1	PSO - 2	PSO - 3
2IIIA06TDE.CO1	2	1	2
2IIIA06TDE.CO2	3	2	1
2IIIA06TDE.CO3	3	3	2
2IIIA06TDE.CO4	2	3	3