Semester	III Core
Subject	Training & Development
Course Code	MMSHC301
Credits	4
Duration	40

Learning Objective: Learning the intricacies of process of training and development and audit

Module

Sr. No.	Content	Activity	Course Outcome
1.	Introduction to human resource development	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.1
2.	Overview of Training in Organizations Role of Training Structure of Training Planning for Training & Development Management of Training function Need Assessment Evaluation Organization of Training	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.1
3.	Learning organization	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.2
4.	Principle of Learnings Learning Styles Self-Generated Learning Experiential Learning Motivation & Performance	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.2
5.	Training Administration Training Budget Budget Training Design Training Calendar/Schedules Designing & Executing training inputs Establishing Learning Objectives Developing Training Modules Role of active Training	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.3
6.	Training Need Assessment	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.3
7.	Competency modelling and mapping	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.4
8.	Designing Training Modules	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.3

9.	Implementation of Training	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.3
10.	Traditional Training Methods E-Learning & Use of technology in learning Computer Based Training Satellite Based Training Outbound Training: Fusion Methodology- Theatre, art, music as methodologies The World as a Classroom	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.5
11.	Training evaluation, Cost Benefit Analysis and ROI	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.3
12.	Management Development	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.2
13.	Planning & Organizing conferences, seminar etc. Training Audit	Case Study/ Role-play/ Drama/ Group Discussion	MMSHC301.3
14.	Case Studies and Presentations	Case Study/ Role-play/ Drama/ Group Discussion	All CO's

Course Outcomes

Course Code	Course Outcomes
	Students will be able
MMSHC301.1	CO1: understand the role, structure, need and importance of training and how its linked with Human Resource Development
MMSHC301.2	CO2: understand the concepts of learning organisation and principles of adult learning
MMSHC301.3	CO3: understand training budget, calendar as per training need assessment
MMSHC301.4	CO4: analyse training modules and competency modelling
MMSHC301.5	CO5: analyse traditional training and e -learning with training fusion methodology

Text Books

1.	Employee Training and Development by Raymond A Noe, 3ed. McGraw Hill Publication (International edition)

Reference Books

Human Resource
Sem III

1.	Effective Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker second edition Pearson Education
2.	P. Nick Blanchard, James W Thacker second edition Pearson Education