

Amrita Vishwa Vidyapeetham, Kochi Campus
Amrita School of Business
HR510E Employee Training and Development
Course Outline

Course Objectives:

This course aims to introduce the students to the wide range of activities undertaken by the training and development functions in organizations. The course intends to: (a) expose the students to the theoretical aspects, as well as: (b) practice of training and development. Very importantly, the students would be able to appreciate how important it is to place training and development in the context of organizational strategy.

Pedagogy:

Facilitator led discussions would be the primary method of learning. In addition, there will be presentations, case studies, projects and other class activities that the students will be regularly assigned with.

Expectations from the students:

Active and interactive participation in the class activities and timely submission of assignments are expected. Passive listeners are advised against signing up for this course. The students will be expected to come to class after doing the necessary reading in advance, so that they can actively participate in discussion.

Evaluation Criteria:

Class participation: 10%

End-term examination: 30%

Individual presentations: 20%

Term Paper: 20 %

Group project: 20%

Course objectives and Outcomes

CO	Critical and integrative Thinking	Effective written and oral communication	Societal and Environmental Awareness	Ethical Reasoning	Leadership
CO1: Knowledge	3	2	0	1	2
CO2: Training & Development	3	2	0	1	2

CO3:Designing Organisational strategies	3	2	0	1	2
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Course contributes mostly to: Employability/ Skill Development

Prescribed Text:

Noe, R. A. (2010). *Employee Training and Development*. New York: McGraw-Hill Irwin.

Reference Book:

Blanchard, N. B., Thacker, J. W., & Ram, V. A. (2016). *Effective Training Systems, strategies, and practices*. Noida: Pearson India Education Services Pvt. Ltd.

SESSION PLAN

Session No.	Topic	Reference
1	Introduction, Training in organizations, Aligning training with strategy	Prescribed Text
2	Case/example presentation	To be assigned
3	Article discussion	To be assigned
4	Needs assessment	Prescribed Text
5	Learning and motivation Theories	Prescribed Text
6	Case/example presentation	To be assigned
7	Article discussion	To be assigned
8	Training design	Prescribed Text
9	Case/example presentation	To be assigned
10	Transfer of training	Prescribed Text
11	Training evaluation	Prescribed Text
12	Case/example presentation	To be assigned
13	Article discussion	To be assigned
14	Training methods	Prescribed Text
15	Technology in training	Prescribed Text
16	Case/example presentation	To be assigned
17	Article discussion	To be assigned
18	Employee development	Prescribed Text
19	Career management	Prescribed Text
20	Case/example presentation	To be assigned
21	Article discussion	To be assigned
22	PROJECT	To be assigned
23	PROJECT	To be assigned
24	PROJECT	To be assigned