



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (MMS)**  
**Academic Year (2017-2018)**

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**Programme Name : MMS**

**Name of the Course: Training & Development**

**Maximum marks: 100**

**No. of Sessions: 40 hours**

**Name of the Faculty: Dr.Sukhada Tambe**

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**Weblink:**

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**Learning Objectives:**

1. Learning the intricacies of process of training and development and audit
  2. Understand different methods of training
  3. Learning how to organize a training program
  4. Understanding the principles of adult learning
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**Reference Books:**

**Reference books**

- 1 Effective Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker second edition Pearson Education
2. Training & Development by Dr.B.Janakiram

**Text books**

- 1 Employee Training and Development by Raymond A Noe, 3ed. McGraw Hill Publication (International Edition)
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**Plan:**

DR VN BRIMS/REC/ACA/05



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<b>Session No</b>	<b>Topics to be covered</b>	<b>Books referred/ Recommended/ References- Print/Articles/ News/Research papers/ Online database/ Software /Simulations used</b>	<b>Learning outcomes</b>	<b>Evaluation of Students understanding by MCQs, Quiz, Short Test</b>
1	Introduction to human resource development	Effective Human Resource Training & Development Strategy by Dr.Reddy	Introduction to the concept of human resource development	
2	Overview of Training in Organizations Planning for Training and Development	Employee Training and Development by Raymond A Noe  Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker	Introduction to training, structure, need assessment and evaluation of training	
3	Learning organization	<a href="http://www.clomedia.com/2011/10/17/facebook-likes-learning/">http://www.clomedia.com/2011/10/17/facebook-likes-learning/</a> <a href="https://hbr.org/1993/07/building-a-learning-organization">https://hbr.org/1993/07/building-a-learning-organization</a> <a href="https://hbr.org/2008/03/is-yours-a-learning-organization">https://hbr.org/2008/03/is-yours-a-learning-organization</a>	Exploring the concept of learning organization	Short Test
4	Principles of Adult Learning	<a href="http://www.educatorstechnology.com/2013/05/awesome-chart-on-pedagogy-vs-andragogy.html">http://www.educatorstechnology.com/2013/05/awesome-chart-on-pedagogy-vs-andragogy.html</a> <a href="http://www.diffen.com/difference/Andragogy_vs_Pedagogy">http://www.diffen.com/difference/Andragogy_vs_Pedagogy</a>	Introduction to adult learning and different methodologies	Activity
5	Training Administration	<a href="https://www.cte.cornell.edu/teaching-ideas/engaging-">https://www.cte.cornell.edu/teaching-ideas/engaging-</a>	Introduction to	



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	Role of Active Learning	<a href="https://students/active-learning.html">students/active-learning.html</a> <a href="https://cei.umn.edu/support-services/tutorials/what-active-learning">https://cei.umn.edu/support-services/tutorials/what-active-learning</a>	preparation of training budget, calendar and training modules.	
6	Training Need assessment	Employee Training and Development by Raymond A Noe	Understanding the process of training needs assessment	
7	Competency modeling and mapping	<a href="http://www.strengthscape.com/blog/methods-of-competency-mapping/">http://www.strengthscape.com/blog/methods-of-competency-mapping/</a>	Understanding the method of competency modeling and mapping	
8	Designing Training Modules	Employee Training and Development by Raymond A Noe	Learning to design training module	
9	Implementation of Training	Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker	Learning methods of implementing training	
10	Traditional Training methods -learning and use of technology in training Computer Based Training	Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker	Exploring various types of training	Activity



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	Satellite Based Training Outbound Training Fusion Methodology: Theatre, Art, Music as methodologies The World as a Classroom			
11	Training evaluation, Cost Benefit Analysis and ROI	Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker	Introduction to training evaluation, cost benefit analysis and ROI	
12	Management Development.	Employee Training and Development by Raymond A Noe	Introduction to management development	
13	Planning & Organizing conferences, seminar etc Training Audit.	Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker	Methods of Plan- ning & Organizing con- ferences, seminar etc Introduction to Training Audit.	Activity
14	Case Studies and Presentations			

**2. Practical Approach : Other activities (Atleast 4 distinct activities)**



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<b>Sr. No.</b>	<b>Activity Name</b>	<b>Topic Covered</b>	<b>Learning outcomes</b>	<b>Source</b>
1	Role Play	Planning and organizing Conferences		
2	Industry Visit	Human Resource Development		
3	Academic Projects			
4	Book Review			
5	Group Discussion	Learning Organization		
6	Business Quiz / Business News sharing			
7	Videos / Simulation	Management Development		
8	Use of Softwares and Labs			
9	Any other activity - Case Study	Planning a training programme		



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**Evaluation:**

**I) Internal:**

<b>Component</b>	<b>Details</b>	<b>Marks</b>
Class Test		
Presentation		
Case Study		
Participation		
Others		

**Signature of Faculty**

**Signature of the Co-ordinator**

**Signature of the HOD**