



Dr. V. N. Bedekar Institute of Management Studies, Thane
Teaching Learning Plan - MMS
Academic Year: 2020-2021

		TnD	Systems, strategies and practices by P. Nick B and James Thacker	Training in large and small businesses, relationship between training and other HR and line functions, training process model
3	18/08/20	Training Need Assessment	Chapter 4 of Effective Training Systems, strategies and practices by P. Nick B and James Thacker	Purpose of TNA, steps in conducting TNA, relationship between TNA, training design and evaluation
4	25/08/20	Competency modelling and mapping	Chapter 5 of Training & Development Theories and Application by Dipak Kumar Bhattacharya	To identify types and characteristics of competencies, develop competency-based training and development
5	1/09/20	Designing Training Modules (Internal Test)	Chapter 5 of Employee Training & Development by Raymond Noe & Amitabh Deo	To explain the program design elements that should be included to ensure near and far transfer of training
6	8/09/20	Training Methods- (Internal Test)	Chapter 7 of Employee Training & Development by Raymond	To discuss what team training should focus on to improve team performance, to understand



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			Noe & Amitabh Deo	strengths and weakness of various training methods
7	15/09/20	Technology based Training	Chapter 8 of Employee Training & Development by Raymond Noe & Amitabh Deo	To discuss what team training should focus on to improve team performance, to understand strengths and weakness of various training methods
8	22/09/20	Implementation of Training	Chapter 7 of Effective Training Systems, strategies and practices by P. Nick B and James Thacker	To understand learning methods of implementing training
9	29/09/20	Training evaluation, Cost Benefit Analysis and ROI	Chapter 11 of Training & Development Theories and Application by Dipak Kumar Bhattacharya	To learn various evaluation models, sample evaluation matrix, cost benefit analysis and ROI
10	06/10/20	Management Development	Chapter 10 of Effective Training Systems, strategies and practices by P. Nick B and James Thacker	To identify unique developmental needs of technical managers, general competencies of effective managers, why development of executives is so critical for effective organizational functioning
11	13/10/20	Learning Organization	Chapter 3	To learn the concept



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		and Principles of Adult Learning	of Training & Development Theories and Application by Dipak Kumar Bhattacharya	of learning organizations, various models of LO, learning cycles, adult learning, resistance to learning
12	20/10/20	Simulation & Internal Test		
13	27/10/20	Presentations		

B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning Outcomes	Source
1	Case study	Short case studies/ opening case study in all topics	To make students critically think over the issues in the case and relate the same with concepts taught	Ref books and HBR site
2	Academic Projects	Training Need Analysis	To make students actually do TNA for a firm	Activity
3	Group Discussion/ Extempore sessions	Training methods	To make students think and discuss about the trends and effective methods adapted for training	Trends through linkedin
4	Role Play			
5	Industry Visit			
6	Business Quiz / Business News sharing	Short quiz at the end of each session	To evaluate if the concepts have been understood	MCQ developed
7	Videos / Simulation	Need Analysis, Training Design, Implementation and evaluation	To give students hands on experience of training	



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C. Innovative Pedagogy adopted:

Would try to implement learning by doing method (Shall have to check the compatibility in online mode) where students shall impart training to employees or at least create a training module for employees based on need analysis.

**Prepared by: Prof Kanchan A
Faculty**

**Approved by:
Specialisation Head**

Date: 25th July 2020

Date:

A. Execution:

Session No.	Actual Date	Topic Covered	Evaluation Method	Case Study Ref.	Quiz Ref.	CR Sign

B. Evaluation:

Component	Details	Marks
Presentations	Mandatory	10
Class Tests	Mandatory (MCQ, Descriptive, etc)	20
Attendance & Active Participation	Mandatory	5
Overall Conduct	Mandatory	5
Final Exam	Mandatory	60



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Comments / Suggestions / Recommendations:

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

Signature of Faculty

Signature of Co-ordinator