

Programme: MMS Course Code: MMS Name of the subject: Training & Maximum marks: 100 (60+40) Name of the Faculty: Prof Kanch Mobile No: 9821681550)	Period: August 2020 – December 2020 No. of Sessions: 13 (Total 40 hrs) Email: akanchan@vpmthane.org
 Program Outcomes (PO) 1. Nurture leadership skills, membership skills and m 2. Demonstrate decision ma 3. Ability to develop culture technology- usage 4. Inculcate social sensitivity students 5. Integrate and apply busin knowledge and managem techniques for problem set 	team 1 utual trust. a king ability 2 of p y among b ness nent	Course Outcomes (CO) I. Analysis of Training needs and create appropriate training programme 2. Evaluate the effectiveness of training brogramme 3. Apply the knowledge and impart training by using technology

Reference Books:

- 1. Effective Training Systems, Strategies and Practices P. Nick Blanchard, James W Thacker second edition Pearson Education
- 2. Employee Training & Development by Raymond Noe & Amitabh Deo
- 3. Training & Development Theories and Application by Dipak Kumar Bhattacharya

Ses sion No.	Planned Date	Торіс	Ref. Study Material	Course Outcomes
1	4/08/20	Introduction to human resource development	Chapter 1 of Employee Training & Developme nt by Raymond Noe & Amitabh Deo	Introduction to the concept of human resource development
2	11/08/20	Overview of Training in Organizations: Role, structure, planning for	Chapter 1 of Effective Training	To understand various roles and expectations of

A. <u>Plan:</u>



	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 & Developme nt Theories and Application by Dipak Kumar Bhattachary a	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 & Developme nt 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 & Developme nt by Raymond	To discuss what team training should focus on to improve team performance, to understand	



	Academic Tear; 2020-2021				
			Noe & Amitabh	strengths and weakness of various	
7	15/09/20	Technology based Training	Deo Chapter 8 of Employee Training & Developme nt by Raymond Noe & Amitabh Deo	training methods 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 & Developme nt Theories and Application by Dipak Kumar Bhattachary a	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	



		and Principles of Adult	of Training	of learning
		Learning	& Developme nt Theories and Application by Dipak Kumar Bhattachary a	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	



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



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

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

Signature of Faculty

Signature of Co-ordinator