

Training and development



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Description

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DBA 7003 Training and development

UNIT I INTRODUCTION - Training, Development and Performance consulting – Design of

HRD systems – Development of HRD strategies – Learning and Learning organizations – Training Policies – organizational climate for training and development – a system model.

UNIT II TRAINING NEEDS ANALYSIS - Objectives of training needs analysis -Identification of training needs and the process, tools and techniques – organizational analysis, task analysis and individual analysis – consolidation.

UNIT III DESIGN OF TRAINING PROGRAMS - Linking training needs and objectives of

various theories of learning and methods of training – Learning cycles – factors for fixing duration – selection of participants – choice of trainers – course contents – inhouse arrangements and outsourcing – E learning – training for trainers.

UNIT IV DELIVERING THE TRAINING PROGRAMS - Conducting the programs – ice

breaking and games – relevance of culture of participants – layout facilitating interactions – audio visual aids.

UNIT V EVALUATION OF TRAINING PROGRAMS - Objectives of evaluation – micro and

macro levels – methods of evaluation – reaction, learning, behavior and results – Cost benefit analysis – Role of trainer and line manager in evaluations – Design of Evaluation – Kirkpatric's model

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