EMO 105   Learning and Development   2 Credits

Prerequisites for the course	A core course in Human Resource Management	
Objective	To understand the role of Learning and Development in achieving the organisational and employee goals	
Contents	Elements of an effective learning and training process; Principles of Adult Learning; Linkages between performance management and effective learning and development processes;	4 Hours
	A Systematic Approach to Learning initiatives - Needs Assessment; Objective Setting; Programme Design: Incorporating Learning Principles; Instructional Techniques: An Overview; Competencies of an effective Trainer	12 Hours
	Evaluating Learning: Evaluation Designs, Reaction, Learning, Job Application, Business Impact and ROI Process Model; Transfer of Learning to workplace	4 Hours
	Training Department and Trainers' Roles; Moving from Training to Performance	4 Hours
Pedagogy	lectures/ tutorials/laboratory work/ field work/ outreach activities/ project work/ vocational training/viva/ seminars/ term papers/assignments/ presentations/ self-study/ Case Studies etc. or a combination of some of these. Sessions shall be interactive in nature to enable peer group learning.	
References/Readings.	1. DevendraAgochiya, Every Trainer's Handbook, Sage Publications, Latest Edition 2. David Mackey & S Livsey, Transforming Training, Kogan Page publishers, Latest edition. 3. P.N. Blanchard, J W Thacker & V A Anand Ram, Effective Training, Pearson Higher Education, Latest edition	
Learning Outcomes	1. An ability to identify learning requirements 2. An ability to design learning and development interventions	