

**Name of the Programme: MBA**

**Course Code: MGA-618**

**Title of the course: Learning and Development**

**Number of credits: 2**

**Effective from: 2022-23**

<b>Prerequisite for the course</b>	NIL	
<b>Objective:</b>	To enable the participants design and deliver training initiatives.	
<b>Content:</b>	<b>Unit I: Introduction</b> A Systematic Approach to Learning and Development, Challenges, Issues and Trends, Strategic Alignment, Role of top Management, L & D professionals, Adult learning styles, Training Policy, Training Models <b>Unit II: Analysis and Design</b> Learning Needs Analysis, Training Calendar, Identifying Objectives, Internal vs External trainers, Choosing Content, Approaches to L & D Instructional Design Process, Methodology <b>Unit III: Delivery and Evaluation</b> Training Delivery: Instructional Techniques, Training Department and Trainers' Roles, Transfer of Training, Training Evaluation, Moving from Training to Performance, Emerging Trends, Learning Orientation in MSMEs	10 hours  10 hours  10 hours
<b>Pedagogy:</b>	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.	
<b>References/ Readings:</b>	1. Devendra Agochiya; Every Trainer's Handbook; Sage Publications; 2009 or Latest edition 2. P.N. Blanchard; J W Thacker; V A Anand Ram; Effective Training; Pearson; 2015 or Latest edition 3. Raymond Noe; Employee Training and Development; Mc.Graw-Hill Education; 2019 or Latest edition 4. Dipak Kumar Bhattacharya; Training and Development – Theories and Applications; Sage Textbooks; 2015 or Latest edition 5. Rolf P Lynton; Training for Development; Sage India; 2015 or Latest edition	
<b>Course Outcomes:</b>	At the end of the course, the participants will be able to: <ul style="list-style-type: none"><li>• Design training programs based on learning need analysis using appropriate methodologies.</li><li>• Evaluate training for effectiveness.</li></ul>	

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