

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
 MASTER IN BUSINESS ADMINISTRATION (MBA), SYLLABUS 2072 (2016)

Course Title		Human Resource Development
Course Code Number		MGT 551
Credit Hours		03
Year: II		Semester: IV Specialization: HRM
Course Objectives:		
Main Objective		This course Human Resource Development enables students to understand the relation between training and development of human resources in any organization. Topics like Employees training and development, training management and roles of training providers focus on highlighted the importance of training in any organization.
Enabling Objectives		After completion of this course participants will be able to: <ul style="list-style-type: none"> • Understand the difference between training and development • Importance of training in development of human resources • Identify the different phases of training management.
Learning Unit (LU)	Learning Hours (LH)	Contents
LU 1	13	Training and Development Definition, Training, Development, and Education, Distinction between Training and, Education, Distinction between Training and Development, Purpose of Training, When Does the Need for Training Arise? Advantages and Disadvantages of Training, Areas of Training, Systematic Approach to Training, Issues in Employees Training, Unit Case Study
LU 2	20	Employees Training and Development Meaning and Definition, Importance of Employees Training, Objective of Training Programs, Areas of Training, The Performance Management and Development System , The Learning Process, Training Cycles (Training Needs Analysis, Objective Setting, Course Design, Course Implementation, Monitoring and Evaluation) , Employee Training Methods, Example of Training Investment , Why Training is often Neglected Unit Case Study
LU 3	5	Training Management Pre-training Phase:, Identify the training needs., Design the training program, Establish objectives, Design curriculum, Choice of methods, Select the resource persons, Plan and produce the training materials, Manage the physical facility, Select the participants

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		<p>Training Phase: Implement the training program. Facilitate the socialization process, Monitor the training program</p> <p>Post-training phase: Follow up and provide supports to trainees, Evaluate the training, Unit Case Study</p>
LU 4	5	<p>Roles of Training Providers Roles of Corporate Training in Developing Human Capital, Roles of Private Training Institutes, Quality Management Systems for Training Providers, Code of Conduct for Training Providers, Unit Case Study</p>
LU 5	5	<p>System Thinking in the Effective Management of Change Meaning and Definition of Changed Management, Role of Change Management Team Resistance to Change, Most Resistant Groups in the Organization, Primary Reasons of Employees' Resistance to Change, Steps for Dealing with Employees' Resistance, Unit Case Study</p>
References		<ol style="list-style-type: none"> 1. Bishop, S. and Taylor, D. (1999). <i>Training for change: A sourcebook of activities</i>. New Delhi; Viva Books Pvt. Ltd. 2. Harrison, Rosemary (2000). <i>Employee development</i>. Hyderabad, India; University Press.

Net Contact Hour is 48 excluding the exams and tests.
 evaluation Module: 50 percent will be assessed through the internal evaluation and 50 percent will be assessed through end semester examination