

Liverpool John Moores University

Title: TRAINING AND DEVELOPMENT
Status: Definitive
Code: **6515CP** (103600)
Version Start Date: 01-08-2011

Owning School/Faculty: Arts, Professional and Social Studies
Teaching School/Faculty: Dublin Business School

Team	Leader
Alistair Beere	Y

Academic Level: FHEQ6
Credit Value: 24.00
Total Delivered Hours: 42.00
Total Learning Hours: 240
Private Study: 198

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	20.000
Tutorial	20.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Case Study	30.0	
Exam	AS2	Examination	70.0	2.00

Aims

To enable students to understand the macro, micro and individual importance of training and HRD.

To cultivate student awareness of how training and HRD blends with the overall HRM process.

To provide students with the knowledge required to design a systematic training cycle.

To foster an understanding of Total Quality Management within the training function.

To provide students with a practical insight into contemporary developments in

Training & HRD.

Learning Outcomes

After completing the module the student should be able to:

- 1 Display a clear understanding of the strategic importance of training and HRD.
- 2 Demonstrate understanding of how training and HRD are aligned to the overall HRM process.
- 3 Evaluate how training and development are aligned to the business strategy of organisations.
- 4 Design a systematic training cycle.
- 5 Practically apply the techniques required in the design development and evaluation of systematic training.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

ESSAY	1	2	3	4	
EXAM	1	2	3	4	5

Outline Syllabus

Training & Development in Ireland: The Macro-Economic Perspective.
Strategic People Development: The Organisational Perspective.
The Individual Perspective.
The Training Cycle.
Training Needs Analysis.
Selecting Training Methods/Interventions.
Design of a Training plan.
Implementation of Training.
Evaluation of Training.
Quality Management in Training & Development.
The Future of Human Resource Development.

Learning Activities

Lectures and tutorials.

References

Course Material	Book
Author	Garavan, T N, Hogan, C and Cahir-O'Donnell, A

Publishing Year	2003
Title	Making Training and Development Work
Subtitle	A Best Practice Guide
Edition	
Publisher	Oak Tree Press
ISBN	

Course Material	Book
Author	Garavan, T, Costine, P and Heraty, N
Publishing Year	1997
Title	Training & Development in Ireland
Subtitle	
Edition	
Publisher	Butterworth-Heinemann, London
ISBN	

Course Material	Book
Author	Wexley, K N and Latham, G P
Publishing Year	0
Title	Developing and Training Human Resources in Organisations
Subtitle	
Edition	3rd
Publisher	Prentice
ISBN	

Course Material	Book
Author	Hopson, B, Koughray, J and Murgatroyd, S
Publishing Year	1999
Title	Managing for Development
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	Garavan, T et al
Publishing Year	2002
Title	Human Resource Development
Subtitle	An International Perspective
Edition	
Publisher	Butterworth-Heinemann, London
ISBN	

Course Material	Book
Author	Dubrin, A J
Publishing Year	2005

Title	Coaching and Mentoring Skills
Subtitle	
Edition	
Publisher	Prentice Hall
ISBN	

Course Material	Book
Author	Arena (Institute of Training & Development)
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	Human Resource Management Journal
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	People Management (CIPD)
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	http://www.cipd.co.uk
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	http:// www.iitd.ie
Publishing Year	0
Title	
Subtitle	

Edition	
Publisher	
ISBN	

Course Material	Book
Author	Journal of Organisational Behaviour 2002
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	http://www.harvest.ie
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	http://www.mercerhr.ie
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	http://www.egfsn.ie
Publishing Year	0
Title	
Subtitle	
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Course Material	Book
Author	http://www.astd.org
Publishing Year	0
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