HRM-819 Organizational Development and Employee Training

This course introduces students to Organizational Development, its history and the theoretical models of change upon which the OD process is based. The specific competencies needed by OD professionals, and the values and ethics that should guide its practice. Theoretical models will be considered, along with real-world examples of organizations that have or have not benefited in the past, or that might or might not benefit in the future, from OD interventions. The course also focuses on strategies for assessing, designing, and implementing training and organizational development efforts that positively impact the performance of the individuals and the work groups. It provides an overview of change interventions, including training and staff development; employment forecasting, succession planning, factors that influence HRD; the consulting role and skills of the HRD professional, including facilitation and group dynamics; and the trends in HRD such as human performance technology and the work out process model.

Objectives

- ⊕ To understand and create the process of change in individual employees, groups, teams and organizations.

- ⊕ To comprehend methods, models, and processes specifically related to diagnosing and planning for organizational change.

- ⊕ To critically assess emerging trends and issues in training and development and understand the essence of learning and various learning models.

- ⊕ To outline the steps required to produce an effective training or development solution.

Outcomes

- ⊕ Will demonstrate a critical understanding of the initiatives for organizational development.
- ⊕ Will distinguish between training and non-training issues.
- ⊕ Will identify various training and development stakeholders and their inter relationships.

- ⊕ Will deliver training programs utilizing a variety of approaches and techniques.
- ⊕ Will construct a structured proposal for companies for trainings and market it.
- ⊕ Will apply techniques to evaluate training or development effectiveness.

Text and reference books

- ⊕ Mike, R. (2009). Organization Development. McGraw-Hill

- ⊕ Anderson, D. (2011). Organization Development: The process of leading organization change.

- ⊕ Gravan, T., Hogan, C., and O'Donnell, A. Handbook of Training and Development.