Academic Year/course: 2022/23

28540 - Training and Development

Syllabus Information

Academic Year: 2022/23
Subject: 28540 - Training and Development
Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo
Degree: 428 - Degree in Labour Relations and Human Resources
ECTS: 6.0
Year:
Semester: Second semester
Subject Type: Optional
Module:

1. General information

2. Learning goals

3. Assessment (1st and 2nd call)

4. Methodology, learning tasks, syllabus and resources

4.1. Methodological overview

The learning process that has been designed for this subject is based on active learning in which the protagonist is each student. This is the main methodological principle on which the teaching proposal is based.

The teaching staff will provide different elements to facilitate learning, highlighting the use of the Moodle platform as a fundamental vehicle.

4.2. Learning tasks

The proposal offered to the student to help him/her achieve the expected results comprises the following activities:

Type 1 teaching activities will basically consist of expository-participative classes with the group, where the theoretical foundations of the subject will be presented and worked on.

Type 2/6 teaching activities will involve a more practical approach to the subject, through exchanges of ideas, debates, problems, and analysis of cases, individual and/or group essay-type work.

The autonomous work carried out by each student throughout the course is fundamental and demonstrates the assumption of a leading role in the learning process.

leading role in the learning process. It may consist of:

- Reading the recommended bibliography and studying material.

- The collection and selection of relevant material.

- Case study analysis.

- Prior preparation and subsequent work after attending classes/seminars.

- Preparation of seminars, readings, assignments, reports, research.

- Preparation of written work or presentation.

- Preparation of oral or written exams.

The course proposes the following contents, in accordance with the verification report:

The development of people as a priority objective of Strategic HR Management. Concepts and objectives of training and development.

Concepts and objectives of training and development. Types of training: permanent, refresher and proactive. Training actors.

Diagnosis of needs, objectives, training and development plans, training actions, evaluation of training in the short and medium term.

Development programmes in organisations: personal development plans. Individualised development of competences, mentoring, coaching, outplacement programmes, etc.

4.3. Syllabus

1. Strategic approach to the training of people.

2. Training as a system.

3. Assessment of requirements and needs.

4. Training objectives.

5. The development of the training plan.

6. The implementation of the training.

7. Evaluation of the training.

8. Financial management of training.

9. The marketing of training.

10. The development of people in the organisation.

4.4. Course planning and calendar

The teaching staff will provide different elements to facilitate learning and will be available on the Moodle platform.

The activities and dates will be adjusted to the calendar and timetables proposed by the dean's team. The teaching staff will inform of the key dates for the different training and assessment activities to be carried out, considering the different aspects that may influence their design: teaching responsibilities of the teaching staff, characteristics and number of students, structure of the spaces, calendar, timetables of the different teaching activities, etc...