Universidad Zaragoza

Academic Year/course: 2024/25

28540 - Training and Development

Syllabus Information

Academic year: 2024/25
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

This subject focuses on:

1) The realization of an optimal approach, considering the fundamental aspects of training and development in the organizations.

2) Adequate planning of training and development, considering the importance of meaningful learning.

It is part of the Itinerary: Direction and Management of Human Resources.

Recommendations to take the course: to have taken the subjects of the module Psychology of Work and Negotiation Techniques; as well as those of the module Work Organization, Management and Human Resources Management.

2. Learning results

In order to pass this subject, students must demonstrate that they...

-Appreciates the importance of training and development practices of people in organizations and their relationship to the strategic needs of the organization.

-Knows the benefits for the organization, the training and development of its human capital.

-Identifies and can plan the phases to implement a training process in the organization, based on needs assessment.

-Knows the methods and techniques on which competency-based people development is based and is able to design a training plan.

Importance of these learning results

This subject offers students the opportunity to assess the importance of training and development in organizations, within the framework of strategic training needs.

It provides a working space for students to identify the benefits of training and development processes, the phases for their implementation, as well as their methods and techniques.

3. Syllabus

This subject is divided into a program composed of 10 units:

1. Strategic approach to the training of people.
2. Training as a system.
3. Assessment of requirements and needs.
4. Training objectives.
5. Elaboration of the training plan.
6. The implementation of the training.
7. Training evaluation.
8. Economic management of training.
9. The marketing of training.
10. The development of people in the organization.

4. Academic activities

The proposal offered to the student to help their achieve the expected results includes the following activities:

- **Type 1** teaching activities, which will basically consist of expository-participative classes.

- **Type 2** teaching activities, which 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** that each student will do throughout the course is fundamental and shows the assumption of his or her leading role in the learning process.

5. Assessment system

Students have a choice of two assessment routes:

Single assessment.

The Type 1 part will be assessed by means of a written test type test and/or short questions that counts for 50% of the overall grade.

The Type 2 part will be evaluated by means of a written test (case studies, etc.), which accounts for 50% of the final grade.

Continuous Assessment

In order to opt for this evaluation method, the faculty may require participation and attendance to the classes.

Type 1: It will be assessed by means of a written test and/or short questions to be taken on the last days of class.

Type 2: Type 2 continuous evaluation activities will be carried out in the classroom. They will consist of practical exercises, case studies,...

Its realization may require both individual and group work.

Continuous assessment students who have not completed or do not pass the assessment of activities type 1 and / or type 2, will have to take the test of the pending part, in a similar way to the students of single assessment on the official date.

The final grade in both tracks will be the average of both parts (T1 + T2) which must be passed with a 5.

6. Sustainable Development Goals

3 - Good Health & Well-Being
5 - Gender Equality
8 - Decent Work and Economic Growth