



TRAINING AND DEVELOPMENT

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INTENDED AUDIENCE : Students in AICTE colleges, Employees of Organizations

INDUSTRIES APPLICABLE TO : Industry recognition is high as training and development is a core activity of organization for competitive advantage. All companies will be interested.

COURSE OUTLINE :

An emphasis on learning through training, development and knowledge management is a must do if companies want to gain a competitive advantage and employee expectations. Companies that use innovative training and development practices report better financial performance than their competitors who do not. The role of training has broadened beyond one time learning event to the creation of conditions for learning that can occur through collaboration, online and offline learning or a combination of these methods. The present course deals with the whole horizon of training and development with a blend of theory and examples to make it relevant to the takers of the course.

ABOUT INSTRUCTOR :

Prof. SusmitaMukhopadhyay, Associate Professor, VGSOM (Ph.D.,Calcutta University, Fellow ISI, Kolkata). Susmita Mukhopadhyay's areas of specialization include Human Resource Management and Industrial Psychology, Business Values and Ethics, and Organizational Behaviour. A gold medalist in M.Sc., she is the recipient of the Young Scientist Award and Search of Excellence Award. She was selected for the Microfinance Researchers Alliance Fellow Program Centre for microfinance, Institute of Financial Management and Research, Chennai, in 2009.

Prof. Srinivasan is an Assistant Professor at Vinod Gupta School of Management, IIT Kharagpur. He teaches Organization Behavior and Human Resource Management. He received his Ph.D. in OB & HR from IIT Madras in 2018. He was a recipient of the DAAD Fellowship. He is a certified Labor and ESH compliance auditor. He has audited several factories for established European and American Brands. Prior to joining Ph.D. program, he was a research associate in a collaborative research project between IIT Madras and the University of Guelph, Canada. He was engaged in socio-economic impact assessment with NTPC.

COURSE PLAN :

Week 1: Introduction to Employee Training and Development

Week 2: Strategic Training

Week 3: Training needs assessment

Week 4: Learning and Transfer of Training

Week 5: Program Design

Week 6: Training Evaluation

Week 7: Traditional Training Methods

Week 8: Technology Based Training Methods

Week 9: Employee Development and Career Management

Week 10: Social Responsibility: Legal issues, Managing diversity, and Career challenges

Week 11: Future of Training and Development

Week 12: Managing Disruption in organizations through Training