

Indraprastha College for Women

University of Delhi

Course Name:	B.A (P)
Paper Title:	Training development
Unique Paper Code:	2412343501
Semester:	V
Faculty(s):	Dr. Abha Rani
Year:	2026

Unit No.	Learning Objective	Lecture No.	Topics to be Covered
2	Learning and Training Need Analysis (TNA)	1, 2, & 3	Logic and process of learning; principles of learning
2	Learning and Training Need Analysis (TNA)	4, 5, & 6	Individual differences in learning, learning process, learning management system
2	Learning and Training Need Analysis (TNA)	7, 8, & 9	Meaning and purpose of TNA, TNA at different levels, approaches for TNA, output of TNA, methods used in TNA
3	Designing Training & Development Programme	10,11 & 12	Organisation of training and development programmes, training design
3	Designing Training & Development Programme	13, 14, & 15	kinds of training and development programme-competence based and role-

			based training; orientation and socialization of new employees, diversity training
3	Designing Training & Development Programme	16, 17 & 18	E-learning environment; flexible learning modules; self-development; training process outsourcing.
4	Training and Development Methodologies	19, 20 & 21	Training and Development Methodologies: -On the job and off the job training methods; apprenticeship training, informal learning, lectures and seminars using digital technologies
4	Training and Development Methodologies	22, 23 & 24	Behaviour modelling, vestibule training, e-learning, simulation employee training, group discussion and activities
4	Training and Development Methodologies	25, 26 & 27	On the job and off the job development methods: - coaching/under study, experience learning, brainstorming, simulation
4	Training and Development Methodologies	28, 29, 30 & 31	Counselling, e-learning, knowledge-based learning, experiential learning, case studies, position rotation, and sensitivity training

Unit	TOPICS
II	Learning and Training Need Analysis (TNA) Logic and process of learning; principles of learning; individual differences in learning, learning process, learning management system; Meaning and purpose of TNA, TNA at different levels, approaches for TNA, output of TNA, methods used in TNA.
III	Designing Training & Development Programme Organisation of training and development programmes, training design, kinds of training and development programme-competence based and role-based training; orientation and socialization of new employees, diversity training, e-learning environment; flexible learning modules; self development; training process outsourcing.
IV	Training and Development Methodologies Training and Development Methodologies:-On the job and off the job training methods; apprenticeship training, informal learning, lectures and seminars using digital technologies, behaviour modeling, vestibule training, e-learning, simulation employee training, group discussion and activities; On the job and off the job development methods:- coaching/under study, experience learning, brainstorming, simulation, counselling, e-learning, knowledge based learning, experiential learning, case studies, position rotation, and sensitivity training.
S.No.	Name of Authors/Books/Publishers
1.	Noe, R. A., & Kodwani, A. D. (2018). Employee Training and Development, 7th Edition. New York: McGraw Hill Education
2.	Prior, J. (1991). Handbook of Training and Development. Mumbai: Jaico Publishing House.
3.	Sharma, D., & Kaushik, S. (2019). Training & Development. New Delhi: JSR Publishing House.
4.	Lynton, R. P., & Pareek, U. (2011). Training for Development. New Delhi: SAGE India

	Paper Components		
Credits	Lecture (L)	Tutorial (T)	Practical (P)
4	3	1	NA
Assessment Scheme			
S.No.	Component	Marking Scheme	Total Marks
1	Internal Assessment - Assignment/Quiz/Project/ Presentation - Class Test - Attendance	30	30
		12	
		12	
		6	
2.	Continuous Assessment (Tutorial) - Activity 1 - Activity 2 - Attendance	40	40
		20	
		15	
		5	
3.	Practical - Continuous Assessment - End Term Written/Practical Exam - Viva	NA	
4.	End Semester Examination		90