

<b>Faculty</b>	Economic and Management Sciences		
<b>Home Department</b>	Industrial Psychology		
<b>Module Topic</b>	Training Management		
<b>Generic Module Name</b>	Training Management 337		
<b>Alpha-numeric Code</b>	<b>IPS337</b>		
<b>NQF Level</b>	7		
<b>NQF Credit Value</b>	15		
<b>Duration</b>	Semester		
<b>Proposed semester to be offered</b>	Second Semester		
<b>Programmes in which module will be offered</b>	BCom (1008), BCom P/ T (1101), BCom Extended Curriculum (1751), BCom Law (7211), BAdmin (1011), BAdmin P/T (1018), BCom Human Resources (1301), BA (2101 & 2612)		
<b>Year Level</b>	3		
<b>Main Outcomes</b>	<p>On completion of this module students should be able to:</p> <ul style="list-style-type: none"> <li>Identify international and local trends in HRD, with specific reference to ETD practices and legislation (The Skills Development Act, etc).</li> <li>Comprehend the need for the establishment of a culture of life-long learning in the workplace, and the transition from a focus on training to a focus on performance improvement.</li> <li>Describe and provide practical guidelines for each of the phases of the training process – need analysis, designing and planning, implementation and evaluation.</li> <li>Design a basic training programme, based on needs analysis conducted in a real work situation and taking into account all factors involved in the management of the HRD function (budgeting, administration, etc).</li> </ul>		
<b>Main Content</b>	<ul style="list-style-type: none"> <li>International and local trends in human resource development</li> <li>The transformational purpose and principles underpinning the skills development legislation</li> <li>The learning organization and performance management</li> <li>Conducting training needs analysis</li> <li>Practical guidelines for the design of various interventions</li> <li>Managing the HRD function (e.g. marketing, budgeting etc)</li> <li>Guidelines for: <ul style="list-style-type: none"> <li>Technology-based learning (TBL)</li> <li>Adult Basic Education and</li> <li>Training (ABET)</li> <li>Multi-skilling</li> <li>EE and diversity training</li> </ul> </li> <li>Conducting evaluation of a learning intervention in the workplace using the most appropriate techniques, based upon an outcomes-based assessment system.</li> </ul>		
<b>Pre-requisite modules</b>	Any three (3) of the following modules: IPS231, IPS232, IPS233, IPS234		
<b>Co-requisite modules</b>	None		
<b>Prohibited module Combinations</b>	None		
<b>Breakdown of Learning</b>	<b>Hours</b>	<b>Timetable</b>	<b>Other teaching</b>

Time		Requirement per week		modes that does not require time-table
Contact with lecturer/ tutor:	28	<i>Lectures p.w.</i>	1	
Assignments & tasks:	47	<i>Practicals p.w.</i>	0	
Practicals:	0	<i>Tutorials p.w.</i>	1	
Assessment:	5			
Self-study:	70			
Other: Please specify	0			
<b>Total Learning Time</b>	150			
<b>Methods of Student Assessment</b>	Continuous Assessment (CA): 60% Final Assessment (FA): 40%			
<b>Assessment Module type</b>	Continuous and Final Assessment (CFA)			