

HRMT 402 Training, Coaching and Succession Planning

This course introduces students to fundamentals of talent management concepts and practices such as strategic training, coaching and succession planning. It is designed to provide students with knowledge and skills needed to successfully assess and design training needs as HR professionals. This course aims to introduce students to effective mentoring programs. In this course, students will learn employee development strategies, career management and succession planning process. (*Prerequisite: MGMT 302*) (3 credits)

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Demonstrate critical knowledge and understanding of some specialized employee development concepts and career management initiatives in organizations.
2. Apply specialized knowledge to plan and undertake defined employee training solutions that improve human performance, and to design succession processes to enhance company competitive standing.
3. Apply quantitative and qualitative approaches to critically identify employee training needs and succession planning issues to make informed HR judgment with multiple sourced data.
4. Demonstrate specialized-level skills to communicate and present specialized training needs and succession management processes.
5. Apply specialized technology applications to research HRM literature and collect employees' data to initiate talent management plans.
6. Demonstrate the ability to lead training and succession management projects and work effectively with others.

Text Book & Course Materials:

- *Employee training and development, 9th edition. Author: Raymond Noe Publisher: McGraw Hill*

Course Content:

1. Introduction to employee training and development
2. Strategic Training
3. Needs assessment
4. Learning and transfer of training
5. Program design
6. Training evaluation
7. Traditional training methods
8. Technology based training methods
9. Employee development and career management
10. Social responsibility: legal issues, managing diversity, and career challenges
11. The future of training and development