



<b>TITLE OF THE COURSE:</b>	Personnel Training in Organization
<b>Course code:</b>	EDU5027
<b>Course group:</b>	C
<b>Faculty:</b>	Education Academy
<b>Study program:</b>	Educational Management
<b>Level:</b>	Master 's
<b>Semester:</b>	Spring
<b>ECTS credits:</b>	6
<b>Language of instruction</b>	English
<b>Course lecturer/s:</b>	Assoc. prof., dr. Ilona Tandzegolskienė, PhD student Vaida Jurgilė
<b>Short course description:</b>	<p>The purpose of this course is to provide theoretical and practical preparation to students for work with the staff in organisation in learning/ training areas. The course aims at evaluating personnel learning needs by analysing coherence of personnel and workplace requirements, personality and social environment needs. The students shall learn to prepare personnel training programmes on strategic, tactical and operative levels as well as to organise personnel training.</p>
<b>Course content:</b>	<ol style="list-style-type: none"><li>1. Theories of staff training and staff characteristics.</li><li>2. Staff training needs in organisation and methodological principles of their determination.</li><li>3. Assessment of staff needs.</li><li>4. Interface between staff needs and motivation.</li><li>5. Psychological principles for formulation staff training / learning objectives.</li><li>6. Principles of compatibility of teaching / learning needs with the teaching / learning objectives and teaching / learning outcomes.</li><li>7. Criteria for assessment of individual and organisation achievements and criteria.</li><li>8. Elements of personnel training programme.</li><li>9. Principles of work place analysis.</li><li>10. Theories and methods of the personality analysis.</li><li>11. Principles for the analysis of external and internal organisation environment related to learning needs.</li><li>12. Adaptation of educational material to personal and organisational needs agreement.</li><li>13. Analysis of professional performance for the design of professional development.</li><li>14. Methodological principles for labor market research.</li></ol>



	<p>15. Methodological principles for development of staff training plans.</p> <p>16. Learning possesses planning at strategic, tactical and operational levels.</p>
<b><i>Grading and evaluating student work in class and/or at the final exam:</i></b>	Colloquium (20%), independent work (30%), exam (50%).
<b><i>Required reading and additional study material</i></b>	<ul style="list-style-type: none"><li>• Cheung-Judge, Mee-Yan. Organization development: a practitioner's guide for OD and HR. London [etc.]: Kogan Page, 2015.</li><li>• Jeffrey Pfeffer. Changing mental models: hr's most important task. Human Resource Management, Summer 2005, Vol. 44, No. 2, P. 123–128.</li><li>• Introduction to Human Resources Management and Human Resources Information systems. <a href="https://www.sagepub.com/sites/default/files/upm-binaries/25450_Ch1.pdf">https://www.sagepub.com/sites/default/files/upm-binaries/25450_Ch1.pdf</a></li></ul>
<b><i>Additional information (if applicable)</i></b>	