



Bachelor's courses Faculty of Behavioural and Movement Sciences

VU University Amsterdam - Student- & Onderwijszaken - Exchange programme Vrije Universiteit - 2019-2020

Human Resource Development

Course code	P_BHRDEVE ()
Period	Period 5
Credits	6.0
Language of tuition	English
Faculty	Fac. of Behavioural and Movement Science
Coordinator	dr. W.G. de Waal-Andrews MBA
Examinator	dr. W.G. de Waal-Andrews MBA
Teaching staff	dr. W.G. de Waal-Andrews MBA
Teaching method(s)	Lecture
Level	300

Course objective

After participating in this course, you should be able to:

- describe and apply theoretical frameworks of HRD to concrete organizational challenges
- design a training intervention or learning program for different target groups and/or purposes in organizations
- evaluate the quality and effectiveness of HRD programs / trainings

Course content

Developing employees' skills and fostering their talents is essential for initiating and maintaining organizational development and competitiveness.

In this course you will learn about recent trends in human resource development (HRD), evidence-based practices to HRD in contemporary organizations, and the state of the art in research for testing and establishing the efficiency of HRD measures. You will apply your knowledge to the development of a concrete HRD program, intervention, or training.

Form of tuition

Classes will be a mix of lectures, discussions, case studies, practical examples, student presentations and guest lectures. The lectures will be aimed at clarifying the main topics, frameworks and concepts that are part of the course. Case studies and exercises will be aimed at applying the different topics, frameworks and concepts. They will help you evaluate the quality and effectiveness of HRD programs and trainings. The team presentations, finally, will provide an opportunity for you to get hands-on practice with designing a training intervention or learning program yourself.

Type of assessment

Grading will be based on a series of team assignments that will take place throughout the course (30% of grade) and on a written exam that will take place after the course (70% of grade). Please keep in mind that partial grades are only valid during the study year in which the grade has been achieved, and make sure you complete both the team assignments and take part in the exam.

Course reading

The readings for this class will be communicated via Canvas.