

Advanced Institute of Technology & Management

Lesson Plan For Even Session

Class: MBA 3rd SEM

Subject: Training and development (MGT/HR/206)

Faculty Name: Ms. Messar

Session : July 2025-Dec 2025

Unit	Lecture	Topic	TentativeDate	Actual Date
1st	1	Training concept, importance, objectives, and need & Training process, roles, and expectations & The training context - nature and scope of training	Wednesday, 20 Aug 2025	
	2	Training challenges & Part of training in HRD and organizational development & Learning and e-learning	Thursday, 21 Aug 2025	
	3	Human memory and learning cycle & Emerging trends in training and development & Doubt Session for Unit 1	Wednesday, 27 Aug 2025	
	4	Test for Unit 1 & Assignment Discussion for Unit 1 & Training need analysis (TNA) at individual, group, and organization levels	Thursday, 28 Aug 2025	
2nd	5	Process and approaches for TNA & Designing effective training programs & Developing objectives and contents	Wednesday, 3 Sep 2025	
	6	Developing lesson plans and course materials & Considerations in selecting trainers and venue for training programs & Trainee-centered learning process	Thursday, 4 Sep 2025	
	7	Pedagogies for content delivery & Doubt Session for Unit 2 & Test for Unit 2	Wednesday, 10 Sep 2025	
3rd	8	Assignment Discussion for Unit 2 & Types of training - on-the-job and off-the- job training & Lecture method and case method	Thursday, 11 Sep 2025	
	9	Syndicate method (group discussion) & Role play and simulation & Business games and in-basket exercise	Wednesday, 17 Sep 2025	

	10	Computer-based training and out-bound exercise & Seminars and conferences & Training aids - types and importance	Thursday, 18 Sep 2025	
	11	Doubt Session for Unit 3 & Test for Unit 3 & Assignment Discussion for Unit 3	Wednesday, 24 Sep 2025	
4th	12	Evaluation of training programs - pre and post training evaluation	Thursday, 25 Sep 2025	
		Kirkpatrick and CIRO models & Philip's five-level and ROI framework	Wednesday, 1 Oct 2025	
	13	Design and conduct of management development programs (MDPs)	Wednesday, 8 Oct 2025	
	14	Need and importance of MDPs & Setting objectives for MDPs	Thursday, 9 Oct 2025	
	15	Doubt Session for Unit 1	Wednesday, 29 Oct 2025	
	16	Test for Unit 1	Thursday, 6 Nov 2025	
	17	Assignment Discussion for Unit1	Wednesday, 12 Nov 2025	
	18	Doubt Session for Unit 2	Thursday, 13 Nov 2025	
	19	Test for Unit 2	Wednesday, 19 Nov 2025	
	20	Doubt Session for Unit 3 & 4	Thursday, 20 Nov 2025	