

AWARDS IN THE MANAGEMENT OF TRAINING AND DEVELOPMENT (MSc, P.G. Diploma, P.G. Certificate)

The Learning Outcomes of the Programme

By the end of the programme of study for Certificate/Diploma awards, course members will be expected to:

1 Understand, critically discuss and apply the key theoretical frameworks and key concepts relevant to the management of training and development and learning in organisations.

2 Have developed and be able to demonstrate a critical understanding of:

2.1 the role and nature of training and development within contemporary organisational contexts;

2.2 the relationship of training and development to the achievement of organisational strategy and the management of change;

2.3 conventional and innovative approaches and methods in the management, planning, delivery and evaluation of training and development strategy and programmes.

3 Demonstrate the capacity to:

3.1 effectively perform management and operational roles in training and human resource development appropriate to changing organisational contexts;

3.2 engage critically with current findings, perspectives and debates in research in the management of training and development;

3.3 critically reflect upon their personal and professional development in the context of the management of training and development.

In addition to the above, by the end of the Masters stage of the programme, students will be expected to be able to:

4 Evaluate and use appropriately a range of approaches to social and professional enquiry and a variety of methodologies and investigative techniques.

5 Plan, manage, implement and bring to a successful conclusion a sustained piece of independent research which will make a contribution to our understanding of professional knowledge, policy, practice, values or organisational structures in the context of the management of training and development.

For those pursuing the attainment of Graduate CIPD status, there will be an additional requirement to:

6 Operate as a 'thinking performer' at the appropriate level for a practitioner of graduate CIPD status, demonstrating appropriate professional actions and behaviours as indicated in the ten CIPD Core Competencies.