

# HR-BAS 430 : Training and Development

**Credits** 5

**Quarter Offered** Winter

Training and development programs help companies gain and retain top talent while also improving employee productivity. This course will focus on the assessment of organizational needs, the creation of development opportunities, and the formulation of effective training strategies. Additionally, students will gain an understanding of the strategic importance of training and development initiatives in achieving organizational goals, as well as exploring emerging trends and challenges in this field. This class may include students from multiple sections.

Must be seeking a Bachelor of Applied Science in Management degree to enroll. If interested, visit [pencol.edu/bas](http://pencol.edu/bas)

## **Prerequisites**

Human Resources Management BAS Program Admittance

## **Course Outcomes**

- Analyze the strategic role of learning and development.

- Assess training needs and identify design elements for effective programs.

- Evaluate and enhance training effectiveness through learning principles.

- Identify development programs that enhance employee engagement and retention.

- Explore trends and challenges in training and development.