



# Exchange programme Vrije Universiteit Amsterdam

Vrije Universiteit Amsterdam - Exchange programme Vrije Universiteit Amsterdam - 2024-2025

## Exchange

Vrije Universiteit Amsterdam offers many English-taught courses in a variety of subjects, ranging from arts & culture and social sciences, neurosciences and computer science, to economics and business administration.

The International Office is responsible for course approval and course registration for exchange students. For details about course registration, requirements, credits, semesters and so on, please [visit the exchange programmes webpages](#).

# Human Resource Development

Course Code	P_BHRDEVE
Credits	6
Period	P5
Course Level	300
Language Of Tuition	English
Faculty	Faculty of Behavioural and Movement Sc.
Course Coordinator	dr. M. Neumann
Examiner	dr. M. Neumann
Teaching Staff	dr. B.M. Armenta Gutierrez MSc, dr. M. Neumann
Teaching method(s)	Lecture

## Course Objective

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

- understand key concepts and frameworks in HRD
- understand key findings on the topic of employee motivation and learning
- understand how to (a) assess learning needs, (b) develop an effective training to address these needs, (c) implement a training, and (d) evaluate the effectiveness of a training in an organizational context
- apply theoretical frameworks of HRD to a concrete organizational challenge
- understand how to make evidence-based decisions related to human resource development
- design a training for a specific target group and purpose in an organizations

## 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.

## Additional Information Teaching Methods

Classes will be a mix of lectures, guest lectures by HRD professionals, group work, practical examples, and student presentations. The lectures will be aimed at clarifying the main topics, frameworks, and concepts that are part of the course. We will cover (a) relevant research on human psychology (e.g., learning and motivation) and (b) a human resource development framework that guides you through the planning, design, implementation, and evaluation of workplace training. Practical examples will be used to illustrate real-world applications of these frameworks and concepts. The team presentations, finally, will provide an opportunity for you to get hands-on practice with designing a training intervention or learning program yourself.

## Method of Assessment

The final grade consists of two components. The written exam (50%) consists of multiple-choice questions. In the group assignment (50%), you will design and present a workplace training. 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.

## Literature

The readings for this class will be communicated via Canvas.