

Title of the Module/Unit	Module Number 13: Developing Human Capital / Module Reference HRM05
Module/Unit Description In this section kindly provide a brief description of the module	<p>This module will focus on the importance of focusing on people development, identifying employees' training requirements in line with organisational objectives and requirements, focusing on employees' development requirements, return on investment from training, technical, professional and personal skills and knowledge requirements, the additional investment made in people development and the development of human capital. The module will also cover the nature of people management through continuous and ongoing development in human capital. Participants will be exposed to the concepts of ongoing training, the different approaches towards training and development, as well as the benefits for the organisation of focusing on both short-term and long-term human capital requirements. During this module participants will focus on understanding how human capital can be nurtured, developed and sustained to ensure continued benefits obtained from the investments made in Human Capital.</p>
Learning Outcomes Autonomy and Responsibility: Collaborate, comply, deal with, ensure, be responsible for, carry out tasks, guide, supervise, monitor, authorise, manage, create, produce, represent, advise, negotiate, sell, etc. Knowledge and Understanding: count, define, describe, draw, find, identify, label, list, match, name, quote, recall, recite, sequence, tell, write, etc. (Example of learning outcome structure: Action Verb + Object + Context <i>Identify basic different range of glassware and state their use.</i>)	Competences:
	<p>At the end of the module/unit the learner will be able to:</p> <ul style="list-style-type: none"> a) Coordinate training and development activities within the overall human resources strategies of an organisation; b) Deal with the strategic aspects of training and development within an organisation; c) Decide on how and when different forms of training should be provided to employees; d) Determine the return on investment on training; e) Meet organisational objectives through the different development opportunities provided to employees.
	Knowledge: At the end of the module the learner will have been exposed to: <ul style="list-style-type: none"> a) Identify the main components required to develop human capital at the workplace; b) Be able to identify developmental priorities and how to plan towards the achievement of these priorities;

<p>Applying Knowledge and Understanding: apply, practice, demonstrate, show, plan, design, operate, assemble, use, construct, prepare, create, compose, arrange</p> <p>(Example of learning outcome structure: Action Verb + Object + Context <i>Apply principles of good practice to dispense, supply and administer medicinal products and other activities in a pharmacy.</i>)</p>	<p>c) Design plans to adequately manage people development in a sustainable way whilst simultaneously working towards the achievement of organisational objectives;</p> <p>d) Assess the benefits and feasibility of different types of people development opportunities.</p>
	<p>Skills:</p>
	<p>At the end of the module the learner will have acquired the following skills:</p> <p>a) Calculate the Return on Investment from training and development activities;</p> <p>b) Identify and assimilate all relevant costs of developing human capital;</p> <p>c) Demonstrate the long-term benefits of people development;</p> <p>d) Design practices on people development that will help the organisation in other aspects of human resources management.</p>
	<p>Module-Specific Learner Skills <i>(Over and above those mentioned in Section B)</i></p> <p>At the end of the module/unit the learner will be able to</p> <p>a) Apply people development practices within organisational strategies;</p> <p>b) Enable people development through different types and methods of training and development;</p> <p>c) Prioritise those development opportunities that are more opportune for different levels of employees within an organisation.</p>
	<p>Module-Specific Digital Skills and Competences <i>(Over and above those mentioned in Section B)</i></p> <p>At the end of the module/unit, the learner will be able to</p> <p>a) Compile and interpret statistical comparisons related to the costs and benefits of employees' training and development initiatives;</p> <p>b) Prepare improved powerpoint presentations to be used in presenting information.</p>