

Innovative Teaching Pedagogy

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Thought Paper: Training and Development

Introduction

To encourage students to explore their own thoughts, perspectives, and insights on the topics covered through the course, students were encouraged to write a thought paper.

Thought papers are concise, accessible summaries based on research and interpretation of analysis of the results by students. (Charles Darwin University, Australia)

Requirements

The thought paper was based on their understanding of the concepts through the teaching sessions and research including the interpretation of analysis.

Students were encouraged to demonstrate:

- Evidence of research analysis and analytical thinking about the problem
- Analysis and discussions in a clear and concise manner
- A logical and compelling discussion about the student's understanding and how it relates to them professionally.

The thought papers were based on the course material and additional reading of peer review articles to encourage use of Journal and existing industry white papers.

Detailed guideline and structure of the paper were provided to students. Contemporary research areas and themes were provided to encourage students to develop the thought paper.

The contemporary themes provided to students to develop thought paper were:

- Key factors that influence Learning and development in an organisation
- Strategies that can be adopted by SMEs to develop competence of its team in the current environment
- Importance and role of HRD to contribute towards, individual-level outcomes such as work engagement, creativity, task performance, job satisfaction.
- Application of learning theories by instructional designers to improve online learning experience and instructions
- Adoption of competency-based training and development support organisations to remain competitive

Selected thought papers were be then published in the Journal of the Institute.

Structured feedback was collected from students on their experience of writing the thought paper which was very encouraging.