UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Evaluation Techniques and Training Validation

Academic Year 2024/2025

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL ANALYSIS

3. Cycle

2nd

4. Course Unit

Evaluation Techniques and Training Validation (N3108)

5. Scientific Area

6. Curricular Year

1st

7. Type of Curricular Unit / Semester

2nd Semester

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8. Class type and workload (work time)

Practical classes:	0,00
Theoretical-Practical Classes	15,00
Tutorial Guidance:	20,00

9. ECTS Credits

7,50

10. Scientific Area Coordinator

11. Regent

Prof. Doutora MARIA LIGIA JARDIM DO NASCIMENTO PIRES BRÁS

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

To provide a theoretical and methodological framework conducive to the quality assessment of vocational training and its effects on the relevant fields.
To enable knowledge of the contexts and instruments for the organization and evaluation of training.

15. Specific Objectives

To theoretically ground the practices of training evaluation and their respective objectives.
To provide the methods and instruments that enable the evaluation of training processes from organizational and macrosocial perspectives.
To know the evolution of training policies in Portugal and the European context regarding the co-financing of training.

16. Skills to be acquired

Understand the strategic value of investing in the development of Human Resources.
Knowing the training cycle and the role of evaluation.
Identify and use the models and methods for evaluating the quality and relevance of training.
To understand the relationships between the training market and the labor market.
To know the financing systems of training in the European context.

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17. Teaching Methodology

Theoretical lecture of the main program contents.
Case studies and exercises.
Discussion of themes, debate, and participative exposition.
Supporting texts and PowerPoint.

18. Course Unit Program

1. The strategic value of training. Core concepts.
2. The organizational perspective. The training cycle.
3. Models, methods, and techniques for training evaluation.
4. Macrosocial and economic perspectives. Investment in training: European and Portuguese framework. Financing training.
5. The employment market and the training market. The Public Employment and Training Services.
6. Certification and vocational information and guidance.
7. Macro perspective - the training project cycle and evaluation.

19. Assessment Methods

Individual written tests. Practical work in groups with presentation and participation relevant to the dynamics of the classes.

20. Didactic Resources

Recommended bibliographic references.
Texts referenced and/or distributed.
PowerPoint.
Web resources.

21. Sustainability Objectives

In line with the United Nations 2030 Agenda for Sustainable Development, the course unit contributes to Sustainable Development Goals (SDGs) as crucial to eradicating poverty and other deprivations and developing strategies to improve health and education, reduce inequality and stimulate economic growth, preserve the environment, and promote prosperity and well-being for all.

22. Keywords

Training
Evaluation
Employment
Lifelong Learning
Funding

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23. Main Bibliography

Author(s):	Rego, A., Cunha, M. P., Gomes, J. F. S., Cunha, R. C., Cabral-Cardoso, C., & Marques, C. A.		
Title:	Manual da Gestão de Pessoas e do Capital Humano		
Edition:	3ª	Year:	2018
Local:	Lisboa		
Publisher:	Sílabo		

Author(s):	Noe, R. A.		
Title:	Employee Training and Development		
Edition:	8th	Year:	2020
Local:	New York		
Publisher:	McGraw-Hill		

Author(s):	Dias, M. C.		
Title:	Teoria dos sistemas, ciclo do projetos e avaliação da formação profissional		
Edition:	Nº 28	Year:	2020
Local:	Lisboa		
Publisher:	Lusíada. Economia & Empresa		

24. Complementary Bibliography

Author(s):	Stiglitz, J. E., Greenwald, B. C.		
Title:	Por Uma Sociedade de Aprendizagem		
Edition:	1ª	Year:	2017
Local:	Lisboa		
Publisher:	Bertrand		

Author(s):	Cardim, J. C.		
Title:	Gestão da Formação nas Organizações		
Edition:	2ª	Year:	2012
Local:	Lisboa		
Publisher:	Lidel		

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'TÉCNICAS DE AVALIAÇÃO E VALIDAÇÃO DE FORMAÇÃO': Academic Year 2024/2025
Autor / Author	Prof. Doutora MARIA LIGIA JARDIM DO NASCIMENTO PIRES BRÁS
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
Data Hora / Date Time	
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