BUS 407 – Training and Development

Course Description

Presents the concepts of learning (cognitive and behaviorist), principles of instructional design, and the relationship of motivation and learning. Analyzes the phases of the training process model and the activities associated with each phase. Reviews how to develop viable training programs to fit a variety of organizational requirements for both employee and management training and development.

Instructional Materials

Blanchard, P. N., & Thacker, J. W. (2010). *Effective training: Systems, strategies, and practices: 2010 custom edition* (4th ed.). Upper Saddle River, NJ: Prentice Hall - Pearson.

Course Learning Outcomes

1. Describe concepts, meanings, and trends in training.
2. Explain the importance of aligning training with organizational strategy.
3. Evaluate theories associated with learning, motivation, and employee performance.
4. Identify when to conduct a Training Needs Analysis (TNA).
5. Analyze the various approaches to performing a Training Needs Analysis.
6. Develop strategies for training design.
7. Compare and contrast traditional training methods.
8. Analyze computer-based training methods.
9. Examine the process of training development and implementation.
10. Determine the reasons for the evaluation of training.
11. Describe the key areas of organizational training.
12. Summarize the approaches to employee and management development.
13. Use technology and information resources to research issues in training and development.
14. Write clearly and concisely about training and development using proper writing mechanics.