FARMINGDALE STATE COLLEGE

DEPARTMENT: PSYCHOLOGY          PREPARED BY: PSYCHOLOGY DEPT.
DATE: FALL 2017

COURSE TITLE: Organizational Training and Development

COURSE CODE: PSY 330

CREDITS: 3

CONTACT HOURS: 45

COURSE DESCRIPTION:

An upper level offering, this course will provide a greater understanding of the theory, research, techniques, and current and future issues in the field of organizational training and development through an experimental learning approach. Topics shall include training systems, needs analysis, organization intervention, program evaluation, adult learning theory, cognitive issues, conditions for learning transfer, instructional techniques and current social and organizational issues in training.

Prerequisite(s): PSY 101, PSY 331 recommended. Credits: 3 (3,0)

PREREQUISITES: PSY 101, PSY 130, or PSY 131 or permission from Department Chairperson.

PSY 331 Industrial/Organizational Psychology recommended.

REQUIRED FOR: None

ELECTIVE FOR: All curricula with upper level social science electives.


The following represents an overview of the units to be covered and suggestions of topics to be included in each unit.

COURSE OUTLINE

UNIT 1: **Organizational Training: Needs Analysis, Intervention, and Evaluation.** This unit will begin with a general overview of the field of organizational training and development and its accompanying history and current issues. Students will be introduced to a seven stage model of training design and evaluation. The components of each stage will be explored as they support the systematic and scientific nature and status of organizational training. Focus will be on research and application of this model including: a four tiered organizational needs analysis, the implementation of training, and the importance and design of training evaluation and appropriate criteria.

UNIT 2: **The Learning Environment.** The focus in this unit will be on advances in cognitive, instructional, and behavioral psychology and how these relate to creating the proper learning environment in an organization and in a training program. Emphasis will be placed on the growing complexity of organizational environments, the type of learning needed at various stages in the training process, the differences in instructional technologies, and workplace transfer issues.

UNIT 3: **Instructional Approaches.** This unit will provide students with a grounding in the vast array of training techniques. Both on-site and off-site training techniques will be addressed. Additionally, training techniques will be explored for line and management, technical, support, and professional application. Students will have the opportunity to participate in simulated training programs.

UNIT 4: **The Mission of Organizational Training.** This unit will explore the current social issues and changing organizational environments confronting training specialists. This unit may be modified each semester but areas of focus should include (but not be limited to): career development, globalization of business, minority issues at the workplace, the hard-core unemployed, downsizing and retraining, and the growing complexity of organizational environments.
Organizational Training and Development

Behavioral Objectives:

After successful completion of the course students will be able to:

1. * demonstrate a comprehensive understanding of the role of training in American business;

2. * demonstrate a comprehensive understanding of the distinctions between the content and processes supported by different training techniques;

3. * critically evaluate the predicted effectiveness of different training techniques through identification and understanding of adult learning and motivational theories;

4. conduct a behavioral analysis on a local organization to determine training needs;

5. identify appropriate training techniques for the needs identified in Objective 4; and,

6. design a training program that address a specific (and real) organizational need through utilization of a seven stage model of training design, development and evaluation.

* This will be assessed through oral classroom participation, simulations and/or written examinations.

NOTE: Additional supporting materials and publications may be required throughout the semester.