

Bemidji State University

BUAD 4508: Training, Development, and Evaluation

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 0

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Organizations are increasingly turning to training and development to help meet the challenges of today's rapidly changing workplace. This course is designed to provide students with an in depth study of the concepts, processes, and issues associated with training and developing human resources. Attention will be given to planning, designing, implementing, and evaluating training and development programs. Broader issues concerning employee development and training for specific needs will also be addressed.

Prerequisite(s): BUAD 3351.

B. COURSE EFFECTIVE DATES: 08/24/2019 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Part One ¿ the context for training and development: Employee training and development, including forces that influence working and learning, designing effective training, and training practices. Strategic training, which includes the strategic training and development process, organizational characteristics that influence training, and training needs in different organizations.
2. Part Two ¿ needs assessment. Conducting needs assessments to identify employees who need training, methods of assessment, learning theories, transfer of training theory, and the learning process, and training evaluations.
3. Part Three ¿ training and development methods. Traditional training methods, technology-based training methods, and employee development and career management.
4. Part Four ¿ social responsibility and the future. Discussion on social responsibility, legal issues, managing diversity, career challenges, and the future of training and development.

D. LEARNING OUTCOMES (General)

1. successfully conduct a needs assessment to determine whether training is necessary.
2. determine what should be trained.
3. evaluate employee readiness for training.
4. discuss the strengths and weaknesses of different training methods and understand the relationship between training techniques and training needs.
5. solve transfer of training problems.
6. choose appropriate training outcomes and evaluation designs in order to evaluate the effectiveness of training programs.
7. understand how job experiences and assessment can aid development.
8. make recommendations regarding special training and development issues such as career paths, managing diversity, and work/life programs.

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted