FACULTY MEMBER: Leave Blank
TERM: Leave Blank
COURSE TITLE: Training and Development
COURSE NUMBER: MHR 7506
OFFICE HOURS/METHOD OF CONTACT: Leave Blank
Technical Requirements that may be required to utilize technology in this course:
  ● A headset or microphone.
  ● A webcam.

RATIONALE:
Use description from WU website: Course Descriptions

COURSE DESCRIPTION:
The skills, practices, and procedures used by training professionals in conducting needs assessments, developing effective training programs, and presenting training programs are explored. Career development is viewed from the organization’s training perspective. The use of position descriptions and training plans provides a practical approach to training and career development.

MAJOR INSTRUCTIONAL GOALS:
  Each student will:

  1. Explore the historical framework under which the current training career development programs were developed and the impact of present day programs on the organizational bottom line.

  2. Gain knowledge of how to access the necessary tools and information needed by training professionals to accurately gauge organizational training needs and the effective development programs to address those needs.

  3. Conduct a needs assessment utilizing the information available in their work environments and the controlled “risk free” atmosphere of the classroom to enhance their understanding of the needs of the assessment process.

  4. Develop a training plan based on information acquired through the use of a classroom developed needs assessment tool.
5. Develop and construct an effective career development program utilizing worker position descriptions and individualized training plans.

6. Demonstrate the ability to assimilate and communicate knowledge, ideas and innovations concerning training and career development through written and oral presentations.

PROGRAM COMPETENCIES: (Intended student learning outcomes)
- Develop an understanding of contemporary leadership and management models and theories.
- Develop an understanding and the ability to apply change frameworks and models.
- Articulate personal values and goals as guideposts to personal behavior.

WILMINGTON UNIVERSITY GRADUATION COMPETENCIES: (Broad based goals)

Oral Communication
- Speak with confidence, clarity, and conciseness.
- Research, prepare, and deliver professional presentations.

Written Communication
- Write clearly, concisely and appropriately using correct English grammar, punctuation, usage, mechanics, sentence structure, and vocabulary.
- Use appropriate APA format for scholarly writing.

Disciplined Inquiry
- Use quantitative, qualitative, and scientific reasoning to solve problems.
- Exercise critical thinking strategies including reasoning, problem solving, analysis and evaluation.
- Define a problem or issue and develop questions and methods to address the problem or issue and/or create new knowledge.

Information Literacy
- Access and use information effectively, efficiently, and appropriately.
- Evaluate the quality of sources and content.
- Use technology to effectively locate and communicate information.

Ethics
- Demonstrate knowledge and application of prescribed ethical codes and/or behaviors promoted by professions.

METHODOLOGY:
A. Teaching Methods: Describe what methods will be used to convey information to students.

B. Evaluation Procedures: Describe specifically how course objectives/outcomes will be evaluated (e.g. essays, projects, discussions, quizzes/exams, etc.)

C. Major Assignments used for Outcomes Assessments: Describe any
Outcomes Assessments mandated in the course. For example, Peregrine testing. Any OA assessments required should be supplied by the Chair. This is a mandatory assessment used in all sections of all courses.

**COURSE SCHEDULE AND CHECKLIST:**
Provide a list of assignments by week, point values, and due dates (e.g. Sunday of Week 1). For online sections, *Your instructional designer can help you build this table from the Grade Center in Blackboard.*