IOP 1203 **TRAINING AND DEVELOPMENT IN ORGANISATIONS**

**Duration of the Course:** The course is 3 Credit Units providing 45 Contact Hours.

**Course description**

This is an introduction course intended to equip undergraduate psychology students with basic skills required in managing training and development programs at the workplace.

Introduction to training and development includes; training and education; training design; behavioral models to guide training and development efforts; principles of learning; establishing training needs; methods and approaches in employee training and management development; measuring training and development outcomes; special training issues including issues such as changing careers, unemployment, equal opportunities and training Organisational leaders for a complex world.

**Course objectives:**

By the end of this course, students of organizational psychology should be able to;

1. Give general overview on training and development and education
2. Describe Principles of learning
3. Assess training needs
4. Develop training and development objectives
5. Describe and Apply Methods in employee training and development
6. Describe delivery and presentation approaches
7. Design training materials
8. Evaluate training and development programs
9. Describe Special training issues such as changing careers and Unemployment.

# Course Content

General overview on training and development, Principles of learning, Assessing training needs, Training and development objectives, Methods in employee training and development, Delivery and presentation approaches, Designing training materials, Evaluating training and development programs, Special training issues such as changing careers and Unemployment.

**Teaching and delivery methods**

1. Lectures, Seminars, Class presentations, Internship, Course works, and Independent study

**Learning Outcomes**

Ability to assess workplaces and individuals for compatibility

**Assessment**  CW =30% Exam = 70%

**References**

1. Developing and training Human Resources in organizations by Gary P. Latham
2. Training and development by A. K. Sah
3. Effective Training: Systems, Strategies and practice by P. N. Blanchard and J. W. Thacker