Liverpool John Moores University

Title: TRAINING
Status: Definitive
Code: 7008OCCPSY (113760)
Version Start Date: 01-08-2011

Owning School/Faculty: Natural Sciences & Psychology
Teaching School/Faculty: Natural Sciences & Psychology

<table>
<thead>
<tr>
<th>Team</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andy Tattersall</td>
<td>Y</td>
</tr>
</tbody>
</table>

Academic Level: FHEQ7
Credit Value: 12.00
Total Delivered Hours: 26.00

Total Learning Hours: 120
Private Study: 94

Delivery Options
Course typically offered: Semester 2

<table>
<thead>
<tr>
<th>Component</th>
<th>Contact Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecture</td>
<td>18.000</td>
</tr>
<tr>
<td>Workshop</td>
<td>6.000</td>
</tr>
</tbody>
</table>

Grading Basis: 40 %

Assessment Details

<table>
<thead>
<tr>
<th>Category</th>
<th>Short Description</th>
<th>Description</th>
<th>Weighting (%)</th>
<th>Exam Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exam</td>
<td>Exam</td>
<td>Examination - short notes and essay questions.</td>
<td>100.0</td>
<td>2.00</td>
</tr>
</tbody>
</table>

Aims

1. To introduce students to the psychology of training.
2. To enable students to develop knowledge and understanding of psychological theories of learning and skill acquisition, maintenance and retention.
3. To enable students to assess and apply methods of training needs analysis.
4. To introduce students to the psychological issues involved in the design, administration and evaluation of training interventions.
Learning Outcomes

After completing the module the student should be able to:

1. Critically appraise theories of learning and skill acquisition, maintenance and retention.
2. Critically discuss and evaluate the psychological issues involved in the design, administration and evaluation of training interventions.
3. Evaluate the main issues and critically assess practices within the field of computer-based training and development.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

Examination 1 2 3

Outline Syllabus

Introduction and historical overview of the topic and contexts of training.
Relationships between training, selection and job design.
Learning and skill acquisition, maintenance and retention.
Transfer of training.
Job and task analysis.
Training design.
Computers and training.
Simulation.
Evaluation of training.

Learning Activities

Actively participate in lectures and presentations.
Actively participate in workshop activities.
Complete directed reading.
Participate in structured activities with peers.

References

<table>
<thead>
<tr>
<th>Course Material</th>
<th>Book</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author</td>
<td>Goldstein, I.L.</td>
</tr>
<tr>
<td>Publishing Year</td>
<td>1993</td>
</tr>
<tr>
<td>Subtitle</td>
<td></td>
</tr>
<tr>
<td>Publisher</td>
<td>Monterey, CA: Brooks Cole.</td>
</tr>
</tbody>
</table>
Notes

This module introduces students to the psychology of learning, skill acquisition and training. It focuses on approaches to training needs analysis, training design and training evaluation as well as individual development through training.
Training needs assessment is the first critical stage in training and development. Training needs come from underdeveloped skills, insufficient knowledge or inappropriate employees' attitudes in their job. Failure to identify the gap between current performance and skills required causes major problems in terms of time, resources, and money, which have been wasted on unnecessary and ineffective training. Therefore, the organization should realize that there are elements for the identification of training needs assessment to increase the knowledge, skills, attitude, and performance of the organization. Imagine your company encounters a problem, and one of the higher-ups is convinced that launching a new training program might fix it. It's high time to take a step back and get a bird's-eye view of the situation before anyone rushes off to create training materials. That's the purpose of a training need assessment. What Is a Training Needs Assessment? Every training request indicates that the current state of performance is falling short of the desired outcome. The discrepancy between real and targeted performance is called a need. When assessing this need, know how to differentiate what needs to be known from what would be nice to know. Job-related needs. Job related needs are those that relate directly to jobs which are part of the organization. How to look for job-related needs? Each assessment will help you improve different aspects of the organization and build specific training programs to address important gaps and boost the effectiveness of the company. Focus on each kind of training need before moving forward and determining the best course of action for the enterprise. Identifying training needs is one step in the performance consulting process. Complete the form below to download a free copy of our internal consulting model. 

Training Needs Assessment (TNA) clarifies whether and which training courses will help to solve an identified problem within the organization. What is Training Needs Assessment (TNA)? Organisations depend on their employees. It's therefore a good idea to invest in them and ensure that their qualities don't go unutilised. Skills can be increased by offering training and education. Assessment of the training needs should be done in an elaborate and methodical manner and should be comprehensive. Before we discuss how training needs are to be assessed, we need to understand what training needs are. To start with, employees in any organization often have to upgrade their skills or learn new skills to remain competitive on the job. This means that they need to be trained on the latest technologies or whatever skill is needed for them to get the job done. Employees moving up the ladder might need to be trained on managerial skills and leadership skills. All this means that e