

PSY513 Learning, Training, and Development

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

PSY513 Learning, Training, and Development aims to illustrate the psychologist's role in organisational learning and development. It will evaluate psychological approaches to learning, training and development in the workplace and cover the role of different mediums for learning and development interventions. The course will also place emphasis on understanding motivation to learn as it applies to employees and examine the concept of lifelong learning in an organisation.

Topics:

- Introduction to the psychology of learning and development
- Performance, knowledge and skill
- Individual differences in learning
- Motivation to learn
- Training needs analysis
- Stages and principles of learning
- Processes of training
- Learning environments
- Training media and training contexts
- Training design and transfer
- Evaluation of training
- Contemporary issues and training in practice

Textbooks:

: Employee Training & Development (eText) (8th Edition) McgrawHill
ISBN-13: 1260569599

Learning Outcome:

- Discuss the various theoretical perspectives underpinning effective training
- Critically appraise how psychology research on learning, training and development is applied in practice
- Evaluate how learning and training systems can be designed based on an understanding of individual differences in learning and motivation
- Examine motivation to learn, especially in the context of lifelong learning
- Apply evaluation methodology to evaluate the effectiveness of learning interventions
- Develop learning interventions that incorporate both learning theories and experiential learning

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	20
	GROUP BASED ASSIGNMENT 1	20
	PARTICIPATION 1	20
Overall Examinable Components	ECA	40
Total		100