



Course Description

MAN4352 | Effective Employee Training | 3.00 credits

This course focuses on professional development activities as performed by human resources specialists or organizational specialists. The student will analyze the benefits of employee training, establish employee development programs, and address the theories, issues, practices and problems regarding employee training and development. Prerequisite: MAN3025, MAN3301.

Course Competencies:

Competency 1: The student will demonstrate the ability to describe the employee training by:

1. Defining effective employee training
2. Analyzing strategic training

Competency 2: The student will demonstrate the ability to design practical employee training by:

1. Analyzing the organizational need for employee training
2. Analyzing learning needs and transfer of training
3. Evaluating various program designs and analyzing training evaluation

Competency 3: The student will demonstrate the ability to describe and analyze training and development methods by:

1. Comparing and contrasting various learning theories and traditional training methods
2. Comparing and contrasting various current methodologies in learning and development, including but not limited to coaching, mentoring, development assessments, micro-learning
3. Comparing and contrasting various technology-based training methods
4. Justifying employee development and career management process

Competency 4: The student will demonstrate the ability to analyze and interpret social responsibility issues in practical employment training by:

1. Analyzing and illustrating legal, diversity management, and career challenges issues
2. Evaluate and forecast future trends in practical employment training

Learning Outcomes:

- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Demonstrate knowledge of diverse cultures, including global and historical perspectives