

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

Team	Leader
Andy Tattersall	Y

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

Component	Contact Hours
Lecture	18.000
Workshop	6.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	Exam	Examination - short notes and essay questions.	100.0	2.00

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

Course Material	Book
Author	Goldstein, I.L.
Publishing Year	1993
Title	Training in Organisations: Needs Assessment, Development and Evaluation.
Subtitle	
Edition	3rd edition.
Publisher	Monterey, CA: Brooks Cole.

ISBN	
-------------	--

Course Material	Book
Author	Patrick, J.
Publishing Year	1992
Title	Training
Subtitle	Research and practice
Edition	
Publisher	London: Academic Press
ISBN	

Course Material	Book
Author	Salas, E & Bowers, C.A. (Guest Eds).
Publishing Year	2003
Title	Military Psychology Vol 15 (1)
Subtitle	Special Issue: Training Evaluation.
Edition	
Publisher	Lawrence Erlbaum Associates
ISBN	

Course Material	Book
Author	Wickens, C.D. & Hollands, J.G.
Publishing Year	2000
Title	Engineering Psychology and Human Performance.
Subtitle	
Edition	3rd Edition.
Publisher	London: Prentice Hall
ISBN	

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.