



**BAKER COLLEGE**  
**STUDENT LEARNING OUTCOMES**

**HRM3410A Training and Development**  
**3 Semester Hours**

---

**Student Learning Outcomes & Enabling Objectives**

1. Create a training plan an organization can use to train its workforce.
    - a. Construct a needs assessment that includes all people, tasks, and organizational elements.
    - b. Identify various training plan formats, learning styles theories (i.e. Adult Learning Theory, ADDIE Model, Learning Theory and Motivation) and their impact on transfer of training.
    - c. Identify outcomes used to evaluate a training program.
    - d. Explore various training tools and methods.
    - e. Use appropriate training tools and methods for the specific training outcomes.
    - f. Evaluate the outcome of the training.
  2. Evaluate various training and development programs to determine what is appropriate for the organization.
    - a. Explore new employee orientation programs.
    - b. Explore succession-planning options.
    - c. Identify career development processes.
    - d. Discuss work life balance issues.
    - e. Explore outplacement concepts.
  3. Assess legal, ethical and cultural sensitivity in training and development including a consideration for discrimination issues, and diversity and inclusion initiatives.
    - a. Explore types of diversity and inclusion training.
    - b. Identify legal and required training.
    - c. Assess all training for compliance with Equal Opportunity Employers (EOE) and the Americans with Disabilities Act (ADA).
  4. Interpret the role of Human Resources and training and development in strategic planning and attainment of organizational goals.
    - a. Explore the cost and return on investment (ROI) concerning organizational training and development.
    - b. Discuss methods for gaining support for training and development from superiors and executives.
    - c. Interpret training and development data and research and reporting on organizational training and development needs.
- 

These SLOs are approved for experiential credit.

**Effective: Summer 2020**