



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

PSY6310 Psychology of Training and Learning
3 Semester Hours

Student Learning Outcomes & Enabling Objectives

1. Analyze the key components of human learning
 - a. Explain behaviorism concepts and how conditioning impacts human behavior
 - b. Analyze learning theories as they relate to training in the workplace.
 - c. Examine links between emotions and learning.
 - d. Examine theories of Andragogy (Adult Learning).

2. Analyze the key components of cognition as they relate to learning:
 - a. Creativity and innovation
 - b. Attention
 - c. Information overload (distraction, interfering, forgetting, multi-tasking)

3. Apply learning and training concepts to various workplace situations.
 - a. Examine formal and informal methods of learning (i.e. training vs. on the job training).
 - b. Evaluate individual differences and factors that affect adult learning and training.

4. Evaluate how culture and diversity affect learning and training.
 - a. Discuss cultural factors and considerations that can affect the learning process.
 - b. Examine how cultural and global factors influence training decisions.

5. Discuss how common legal standards and ethical considerations inform decision making related to learning and training in the workplace.
 - a. Identify legal standards relevant to learning and training in the workplace
 - b. Identify ethical standards and considerations relevant to learning and training in the workplace.

6. Design an evidence based training to meet organizational needs
 - a. Examine various training delivery formats and designs.
 - b. Apply components of training, including needs assessment, design and evaluation.

7. Communicate effectively using the professional standards of the discipline.
 - a. Apply APA formatting guidelines to paper format, in-text citations, and references.

- b. Apply knowledge of writing mechanics to enhance professionalism and readability of writing.
- c. Write and speak in a coherent and clear manner consistent with professional and academic settings.

These SLOs are not approved for experiential credit.

Effective: Fall 2017