

**WILMINGTON UNIVERSITY  
COLLEGE OF BUSINESS  
BASIC COURSE INFORMATION**

**COURSE TITLE:** Training and Development

**COURSE NUMBER:** MHR 7506

**PRE-REQUISITE(S):** NONE

**COURSE DESCRIPTION:**

The skills, practices, and procedures used by training professionals in conducting needs assessments, developing effective training programs, and presenting training programs

- B-3 Demonstrate the ability to assimilate and communicate knowledge, ideas and innovations concerning training and development through written and oral presentations.

**GOAL C:**

Understand the theories of learning that apply to training and development of adult learners.

**Learning Objectives:** The student will:

- C-1 Compare and contrast different learning theories.
- C-2 Apply appropriate learning theories into a training plan.
- C-3 Evaluate when to appropriately utilize a learning theory.

**GOAL D:**

Be knowledgeable of how these practices and issues affect unionized and non-unionized organizations. Understand technology and its applications in the area of training and development.

**Learning Objectives:** The student will:

- D-1 Identify technological advancements and their applications in the area of training and development.
- D-2 Select appropriate technology tools to enhance training.
- D-3 Evaluate the impact of technology on training and development.

**GOAL E:**

Demonstrate the ability to assimilate and communicate knowledge, ideas and innovations concerning training and career development issues and practices. Understand design methods in training and how to evaluate their effectiveness.

**Learning Objectives:** The student will:

- E-1 Evaluate training methods and when to appropriately use them.
- E-2 Compare training methods for a variety of delivery options.
- E-3 Compare the many forms of evaluation needed in a training plan to assess effectiveness.
- E-4 Describe appropriate evaluation methods in relation to a training plan.