





# Education (EDUC) 317

## Training and Development in Organizations (Revision 2)

**Status:**

Replaced with new revision, see the [course listing](#)  for the current revision 

**Delivery mode:**

Individualized study online  with eText 

**Credits:**

3

**Areas of study:**

Arts or Social Science

**Prerequisites:**

None

**Precluded:**

None

**Challenge:**

EDUC 317 has a challenge for credit option.

**Faculty:**

[Faculty of Humanities and Social Sciences](#) 

### Overview

This course introduces students to human resource development, a systematic approach to providing employees with opportunities to learn the skills, knowledge, and abilities necessary for their current roles, and to prepare them for future job demands.

Students will learn and practice using the concepts, designs, and tools typically employed in organizational training and development. Students will also have the opportunity to reflect on and develop a critical understanding of these practices.

## Outline

The course is presented in eight units.

- Unit 1 – Introduction
- Unit 2 – Motivation and Learning Objectives
- Unit 3 – Needs Analysis
- Unit 4 – Training Design
- Unit 5 – Delivery Methods
- Unit 6 – Lesson Planning and Delivery
- Unit 7 – Transfer of Training
- Unit 8 – Training Evaluation

## Learning outcomes

After completing this course, you will be able to:

- Plan and conduct a training needs analysis.
- Apply various theories of learning and motivation to enhance the effectiveness of training.
- Design a training program, including writing learning objectives and selecting appropriate training methods.
- Identify and remedy barriers to training transfer.
- Design a plan to evaluate the effectiveness of training.

## Evaluation

To **receive credit** [↗](#) for EDUC 317, you must achieve a minimum composite course grade of **D (50 percent)** [📄](#) and receive 50% or more on the final examination.

<b>Activity</b>	<b>Weight</b>
Telephone Quiz 1	10%
Written Assignment 1	30%
Telephone Quiz 2	10%
Written Assignment 2	30%
Final Exam	20%
<b>Total</b>	<b>100%</b>

The **final examination** for this course must be requested in advance and written under the supervision of an AU-approved exam invigilator. Invigilators include either ProctorU or an approved in-person invigilation centre that can accommodate online exams. Students are responsible for payment of any invigilation fees. Information on exam request deadlines, invigilators, and other exam-related questions, can be found at the **Exams and grades** [↗](#) section of the Calendar.

To learn more about assignments and examinations, please refer to Athabasca University's **online Calendar** [↗](#).

## Materials

Saks, A., & Haccoun, R. (2019). *Managing performance through training and development* (8th ed.). Toronto: Nelson. [📄](#) (eText)

## eText

Registration in this course includes an electronic textbook. For more information on **electronic textbooks** [↗](#), please refer to our **eText Initiative site** [↗](#).

## Other Resources

All other learning resources will be available online

## Challenge for credit

### Overview

The challenge for credit process allows you to demonstrate that you have acquired a command of the general subject matter, knowledge, intellectual and/or other skills that would normally be found in a university-level course.

Full information about **challenge for credit** [↗](#) can be found in the Undergraduate Calendar.

### Evaluation

To **receive credit** [↗](#) for the EDUC 317 challenge registration, you must achieve a grade of at least 66% on the final examination.



**Challenge for credit course registration form**

## Important links

- › [Academic advising](#) [↗](#)
- › [Program planning](#) [↗](#)
- › [Request assistance](#) [↗](#)
- › [Support services](#) [↗](#)

Athabasca University reserves the right to amend course outlines occasionally and without notice. Courses offered by other delivery methods may vary from their individualized study counterparts.

*Opened in Revision 2, June 9, 2021*

*Updated May 21, 2024*

View **previous revision** [↗](#)

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