



BAKER COLLEGE
STUDENT LEARNING OUTCOMES
PSY6310 Psychology of Training and Learning
3 Semester Hours

Student Learning Outcomes and Enabling Objectives

SLO 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).

SLO 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)

SLO 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.

SLO 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.

SLO 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.

SLO 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.

SLO7: 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.