LSC Use Only	No:	LSC Action-Date:	UWUCC USE Only No.	UWUCC Action-Date:	Senate Action Date:
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	04-64b AP-4	1/2/05 App -4/22/	
Curriculum Proposal Cover S	Sheet - University-Wide Undergraduate C	Curriculum Committee	
Contact Person Dr. A. Amin Mohamed	moha	Email Address mohamed@iup.edu	
Proposing Department/Unit Management	Phone		
Check all appropriate lines and com proposal and for each program propos	plete information as requested. Use a separa sal.	ate cover sheet for each course	
Course Proposals (check all that apNew Course	pply) Course Prefix Change	Course Deletion	
X Course Revision	Course Number and/or Title Change	Catalog Description Change	
Management Development and Traini	ng—MGMT 401		
Current Course prefix, number and full title	<u>Proposed</u> course prefix, number	er and full title, if changing	
2. Additional Course Designations: ch This course is also proposed a This course is also proposed a	s a Liberal Studies Course Other:	e (e.g., Women's Studies, frican)	
3. Program Proposals	Catalog Description Change	Program Revision	
New Degree Program	Program Title Change	Other	
New Minor Program	New Track		
Current program name	<u>Proposed</u> program name, if ch	anging	
4. Approvals		Date	
Department Curriculum Committee Chair(s)	Julle Wishinster	2-28-05	
Department Chair(s)	Pront 3v.	2-28-05	
College Curriculum Committee Chair	Continue	2 11 1000	
College Dean	Kalif (mm)	2MAROJ 3-02-05	
Director of Liberal Studies *	and the second		
Director of Honors College *			
Provost *			
Additional signatures as appropriate: (include title)			
(include fille)	0 : 10 0 1 -1		
UWUCC Co-Chairs	Gail S. Jedhust	4-12-05	
* where applicable	A RECEIVED		

MAR = 3 2005



MGMT 401 Management Development and Training 3c-0l-3cr

Prerequisite: MGMT 300, 310

MGMT 501 Management Development and Training 3c-0l-3cr

Prerequisite: MGMT 300, 310 or equivalent of both

Course Description

Principles, problems, and procedures in planning, organizing, directing, and controlling all aspects of training and development programs in a business enterprise. Methods of improving and development of managerial skills are emphasized.

Course Objectives

It is expected that by the end of the semester the student will be able to:

- 1) Describe the systems approach to training and development.
- 2) Differentiate between the problems that have a training solution and those that do not.
- 3) Define training objectives.
- 4) Discuss various learning theories.
- 5) Evaluate training programs.

Detailed Course Outline

Week	Assignment
1	Course Introduction and Orientation Organization for Team Work on Class Projects Introduction to Human Resource Development (HRD)
2	Influences on Employee Behavior Learning and HRD
3	Assessment of HRD Needs
4	Designing and Implementing Training Programs Evaluating HRD Programs
5	Employee Orientation

Detailed Course Outline (continued)

Week	Assignment
6	Test # 1
7	Skills and Technical Training
8	Coaching
9	Employee Counseling services
10	Career Development Management Development
11	Organization Development and Change
12	HRD in a Multicultural Environment
13	Test #2

14 & Culminating Activity will include Presentation of Term Project

Course Requirements and Evaluation

For undergraduate Students:

- 1) Exams. Each student will be required to take two comprehensive exams. The first test will be worth 30% and the second test will be worth 30% of the course grade.
- 2) Term paper. Each student is required to write a 5 to 10 page paper on a training and development topic of his or her interest. The paper is worth 40% of the course grade.

For graduate students:

- 1) Exams. Each student will be required to take two comprehensive exams. The first test will be worth 20% and the second test will be worth 20% of the course grade.
- 2) Term paper. Each student is required to write a 10 to 15 page paper on a training and development topic of his or her interest. The paper is worth 40% of the course grade.
- 3) Research reports. Each student is required to write a one page summary and critique of four research manuscripts that have been published in a management or HRM journal. Each report is worth 5% of the course grade. A list of HRM journals will be provided in class.

Grading Scale

For undergraduate students:

A from 90% to 100%, B from 80% to 89%, C from 70% to 79%, D from 60% to 69%, F below 60%.

For graduate students:

A from 90% to 100%, B from 80% to 89%, C from 70% to 79%, F below 70%.

Course Attendance Policy

The university expects all students to attend classes. Attendance will be taken at the end of most sessions. Students are allowed to miss up to 3 hours of class time during the semester without any penalty. Excuses will also be given for illnesses and personal emergencies. Every unexcused absence exceeding the allowed 3 hours will result in a penalty of 1% point from the student's overall grade.

Required Text book

DeSimone, R. L. & Harris, D. M. (2002). *Human Resource Development*. Dryden Press, Third edition.

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Pfeffer, J. (1999). Putting People first for organizational success. <u>Academy of Management Executive</u>, 13, 37-51.

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Trim, P. R. (2004). Human resource management development and strategic management enhanced by simulation exercises. <u>Journal of Management</u> Development, 23 (4), 399-414.

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Wexley, K. N., & Latham, G. P. (2002). Developing and training human resources on organizations. New Jersey: Prentice Hall.