

LSC Use Only No:	LSC Action-Date:	UWUCC USE Only No.	UWUCC Action-Date:	Senate Action Date:
		04-64b	AP-4/12/05	App-4/22/08

Curriculum Proposal Cover Sheet - University-Wide Undergraduate Curriculum Committee

Contact Person Dr. A. Amin Mohamed	Email Address mohamed@iup.edu
Proposing Department/Unit Management	Phone

Check all appropriate lines and complete information as requested. Use a separate cover sheet for each course proposal and for each program proposal.

1. Course Proposals (check all that apply)

New Course Course Prefix Change Course Deletion
 Course Revision Course Number and/or Title Change Catalog Description Change

Management Development and Training—MGMT 401

Current Course prefix, number and full title Proposed course prefix, number and full title, if changing

2. Additional Course Designations: check if appropriate

This course is also proposed as a Liberal Studies Course. Other: (e.g., Women's Studies, Pan-African)
 This course is also proposed as an Honors College Course.

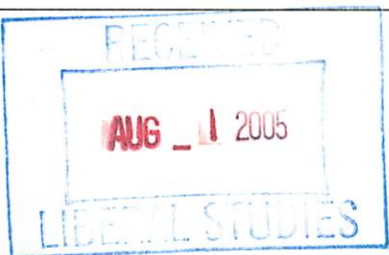
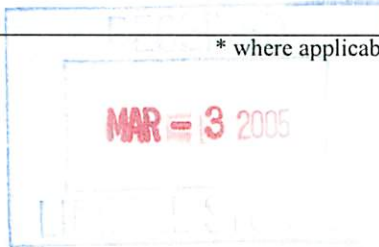
3. Program Proposals

New Degree Program Catalog Description Change Program Revision
 New Minor Program Program Title Change Other
 New Track

Current program name Proposed program name, if changing

4. Approvals		Date
Department Curriculum Committee Chair(s)	<i>Joelle W...</i>	2-28-05
Department Chair(s)	<i>Pranta B...</i>	2-28-05
College Curriculum Committee Chair	<i>[Signature]</i>	2 MAR 05
College Dean	<i>Rahul...</i>	3-02-05
Director of Liberal Studies *		
Director of Honors College *		
Provost *		
Additional signatures as appropriate: (include title)		
UWUCC Co-Chairs	<i>Gail S. Sedquist</i>	4-12-05

* where applicable



MGMT 401 Management Development and Training
Prerequisite: MGMT 300, 310

3c-0l-3cr

MGMT 501 Management Development and Training
Prerequisite: MGMT 300, 310 or equivalent of both

3c-0l-3cr

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.

Bibliography

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