

## Training Research

PSY 767 Section 001

Fall 2008

Wednesday 3:00-5:45

003 Winston Hall

<http://iopsychology.chass.ncsu.edu/craig//training>

**Instructor:** Dr. Bart Craig  
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**Office Hours:** Tuesday 4:30 – 5:30  
Thursday 12:30 – 1:30  
and by appointment

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### Course Description & Objectives

This course is intended to prepare students to conduct independent research in the field of organizational training and development. The course will be taught from a psychological perspective, with emphasis on the individual human processes and characteristics that influence outcomes in organizations. Although it has been designed for doctoral students in industrial-organizational psychology, students from other disciplines related to human resource development will also benefit and are welcome in the course.

To prepare students for independent research on training and development issues, the course will have two broad objectives: (1) to acquaint students with the “nuts and bolts” components of training and development initiatives in organizations and (2) to introduce students to previous research in this domain, including specific research methods and theoretical perspectives. Throughout all segments of the course, emphasis will be placed on students’ development of critical, independent thought with regard to the phenomena being examined.

**Prerequisites:** Six hours of graduate level psychology and six hours of graduate level statistics or permission of the instructor.

### Textbook

Students in this course should purchase *Training in Organizations (4<sup>th</sup> ed.)* by I.L. Goldstein and J.K. Ford, which is available in the University bookstore as well as from a variety of other sources (e.g., Amazon.com). Readings assigned for the course will be a combination of selections from the textbook and academic journal articles to be provided by the instructor.

### Course Requirements & Grading

This is a doctoral-level course. As such, a high level of independent thought and initiative will be expected from students. You are expected to attend each class ready to actively discuss the topic assigned for that week, and having completed all assigned readings—including your classmates’ reaction papers (explained below).

The typical class format will be an interactive discussion involving the instructor and *all* students. Occasional deviations from this format may include guest speakers or other activities. These will be announced as they are scheduled, and the course calendar adjusted accordingly.

Your grade in the course will be based on your performance in three domains, as follows:

***Class Participation (30%).*** Your participation grade will derive from (1) your weekly reaction papers and (2) your participation in class discussions, with each counting equally. Each week you will compose a brief reaction to one or more issues from that week's reading assignment and e-mail it to the rest of the class. Your reaction should contain at least one question you feel will enhance our in-class discussion. Each reaction paper should be from 50 to 150 words in length. Strict adherence to APA style is not required; papers may be informal and conversational in tone. **Reaction papers should be posted to the online class message board by 5:00 PM on Tuesday.** Individual reaction papers will not be graded, but will collectively contribute to your overall class participation score. During scheduled class time, each student is expected to actively participate in discussion of the assigned reading *and* his or her classmates' reaction papers.

*Note:* Although there is no explicit attendance policy for this course, it is impossible to participate in class discussions if you are not present. Therefore the maximum possible participation score on a missed class day is 50% (i.e., for submitting an acceptable reaction paper).

***Midterm Examination (35%).*** A midterm exam will be administered approximately halfway through the semester. There will be two components: an objective, closed-book portion to be completed during scheduled class time and a take-home, open-book portion to be turned in by the following class period. Whereas the in-class component of the exam will emphasize objective facts from the material covered, the take-home component will test each student's ability to demonstrate independent thought in synthesizing information and integrating diverse perspectives.

***Final Project (35%).*** Each student will complete an independent project, the default format of which will be to write a proposal for an empirical research study in the domain of organizational training. Other project formats may be allowed; consult the instructor for details. Projects are due at the end of the semester (see course calendar for specific dates). The final form of the project will include (1) a written paper between 15 and 25 pages in length and (2) an oral presentation of that paper on the last day of class. Research proposals should conform to APA style. Students will have individual meetings with the instructor during normal class time on October 1 to discuss their research ideas.

***Optional Waiver of Midterm Examination.*** In order to encourage students' active involvement in research, students will be eligible for a waiver of the midterm examination if they meet either of the conditions described below *on or before the date of*

*the midterm.* Students who qualify for the midterm waiver and choose to accept it will have their final grades calculated only on the basis of their participation (40%) and final project (60%). Students who qualify for the waiver are not required to accept it, but a decision to accept the waiver becomes irrevocable on the day of the midterm (i.e., you cannot change your mind and take the midterm later). Students who qualify for the waiver *on or before the day of the midterm* but take the midterm anyway may delay their decision until the last regular class day.

*Condition 1: Paper Submission.* Students will qualify for the midterm waiver if they submit an approved paper to an approved conference or journal before the date of the midterm examination. The paper must be an empirical research study addressing a topic related to organizational training. Conferences must be national in scope (e.g., Society for I-O Psychology, American Psychological Association, American Psychological Society, Academy of Management) and journals must be scholarly. Your choices for your submission must be approved in advance by the instructor.

*Condition 2: Modified Final Project.* Students will qualify for the midterm waiver if they turn in a submission-quality manuscript reporting a *completed* empirical study as a final project instead of a research proposal or other project type. The proposed study must address a topic related to organizational training. Students taking this option will present their completed studies (i.e., with data analyzed and results interpreted) on the last day of class along with the other final projects. Students who do not take the midterm and do not complete their modified final projects according to the due dates at the end of this syllabus will have their course grades calculated using a grade of zero for the midterm examination. *There will be no extension of due dates or INcomplete grades given.*

Group work may be allowed in some cases but no more than three class members may receive waivers from the same submission or project.

### **NC State Policy on Working with Students with Disabilities:**

This course conforms to NCSU guidelines regarding accommodations for students with disabilities. To learn more about NC State's Disability Services for Students (DSS) program, please visit [http://www.ncsu.edu/provost/offices/affirm\\_action/dss](http://www.ncsu.edu/provost/offices/affirm_action/dss).

### **Academic Honesty Policy**

This course adheres to NCSU's policy regarding academic honesty. For details, please see [http://www.ncsu.edu/student\\_affairs/osc/AIpage/acaintegrity.html](http://www.ncsu.edu/student_affairs/osc/AIpage/acaintegrity.html).

## Course Calendar

		<b>Topic</b> (See web site for specific reading assignment)
August	20	Introduction to the Course
	27	Overview of Training in Organizations
September	3	Assessing Training Needs
	10	Training Criteria & Evaluation Design
	17	Alternative Conceptions of Change
	24	Midterm exam (in-class portion)
October	1	Research Proposal Conferences (sign up for a time slot) Take-home portion of midterm exam due
	8	No Class
	15	Training Delivery / Instructional Approaches
	22	Training Delivery / Instructional Approaches (cont'd.)
	29	Training via Technology
	November	5
12		Special Topic: Diversity & Sensitivity Training
19		Special Topic: Management & Leadership Development
26		No Class (Thanksgiving Holiday)
December	3	Final Project presentations
	8	Final Project papers due