

TRAINING NEEDS ASSESSMENT

Reading

Goldstein & Ford, Chapter 3

Terms you should know. At the end of this section you should be able to define and provide an example of the following terms without using your notes.

Gap Analysis
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SHOULD
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IS
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Gap
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Person Problem
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Situational Problem
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Group Problem
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Intervention
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Stakeholder
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Task Analysis
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Task
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.....

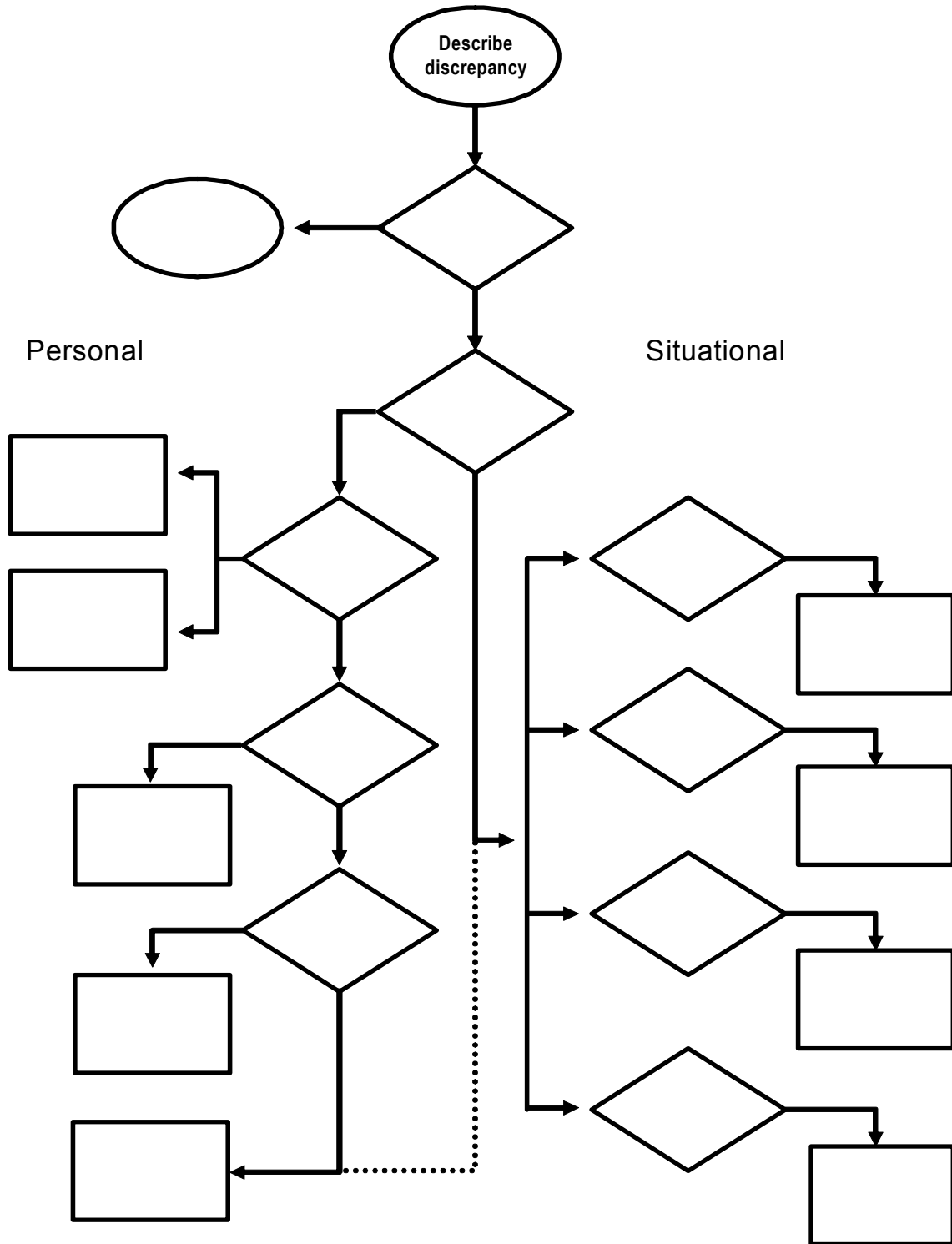
Task cluster
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KSA
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Physical Fidelity
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Psychological Fidelity
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Individual Performance Analysis



Concepts you should understand. At the end of this section you should be able to...

1. List and describe the goal/purpose/benefit of a training needs assessment.

2. Describe what is meant by gap analysis.

3. Describe and give an example of the following elements of a Workgroup/Organizational Analysis.
 - a. Organizational analysis
 - i. Organizational support

 - ii. Organizational analysis.

 - iii. Requirements analysis.

 - iv. Task Analysis.

 - b. Person analysis.

Activities you should master.

1. Evaluate each of the following statements in terms of completeness.
 - a. *Writes on the blackboard.*
 - i. Complete?
 - ii. If not complete, what is missing?
 - iii. Rewrite this statement to make it complete.

 - b. *Bakes cakes for desserts in the restaurant.*
 - i. Complete?
 - ii. If not complete, what is missing?
 - iii. Rewrite this statement to make it complete.

 - c. *Fixes automobiles to make them safe and to keep people from having accidents.*
 - i. Complete?
 - ii. If not complete, what is missing?
 - iii. Rewrite this statement to make it complete.

 - d. *Required to behave in a friendly manner.*
 - i. Complete?
 - ii. If not complete, what is missing?
 - iii. Rewrite this statement to make it complete.

- e. *To determine student knowledge of the content of the course in statistics, develops, administers, and scores paper and pencil tests and quizzes using commercially available testing software.*
 - i. Complete?
 - ii. If not complete, what is missing?
 - iii. Rewrite this statement to make it complete.

2. Write three potential task statements for driving a car. Be sure to include the elements of a complete task statement: How, What, Why.

1.
2.
3.