

PSYCHOLOGY OF TRAINING

Reading

Goldstein & Ford, Chapter 4

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.

Acquisition .....  
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Retention .....  
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Transfer .....  
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Person elements. ....  
Motivation .....  
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Self-efficacy .....  
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Locus of control .....  
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Social Learning Theory .....  
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Vicarious learning .....  
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Vicarious reinforcement .....  
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Model .....  
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Goal Setting	.....
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Reinforcement in Training	.....
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Positive Reinforcement	.....
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Negative Reinforcement	.....
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Punishment	.....
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Bloom's Cognitive Taxonomy	.....
Knowledge	.....
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Comprehension	.....
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Application	.....
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Analysis	.....
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Synthesis	.....
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Evaluation	.....
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Bloom's Psychomotor Levels	.....
Reflex	.....
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Imitation .....  
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Manipulation .....  
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Precision .....  
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Articulation .....  
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Naturalization .....  
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Bloom's Affective Levels .....  
Receive .....  
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Respond .....  
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Value .....  
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Organization .....  
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Characterization .....  
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Part Learning .....  
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Whole Learning .....  
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Massed Practice .....  
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Distributed Practice .....  
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Automaticity .....  
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Vigilance Decrement .....  
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Overlearning .....  
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Transfer .....  
    Positive Transfer .....  
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    Zero Transfer .....  
    .....  
    .....

    Negative Transfer .....  
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**Concepts you should understand.**

1. Describe the differences between beginners and experts, and how does this affect their capacity to learn?
2. Be able to list and give examples of the characteristics of trainees that affect their readiness to learn.
3. Be able to describe how Bandura's Social Learning Theory can be applied to industrial training.
4. Be able to describe and give an example of each of Bloom's Cognitive levels.
5. Be able to describe and give an example of each of Bloom's Psychomotor levels.



10. Does negative transfer always indicate that the training was poorly designed? Explain your position.

11. What are the trainer variables that can influence acquisition of training?