

Study Guide
for
Advanced Industrial
Psychology
Industrial Training
(Psy 428)

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Purpose of this Study Guide

The purpose of this study guide is to give you a summary of the terms and concepts that I expect you to have mastered in this course. Please be warned...while I have tried to include all of the concepts for which I will hold you responsible in this study guide, knowledge of the material in this handout will not compensate for taking and reviewing through class notes and reading the text and reserve reading materials.

Recommendations for use

I suggest that you use this outline as a guide to make sure that you have mastered all of the terms and concepts I have covered in class. To do this I suggest that you

1. Review your notes.
2. Do the assigned reading. I plan to have at least 10% of the quiz items from the textbook and reserved reading materials.
3. Without using either the notes or your book, try to define as many of the terms in this guide as you can. After trying to define as many terms as you can, then look through your notes and the text to identify those terms that you cannot recall.
4. Make sure that you can answer the answers at the end of each section. I will ask at least one of these questions on each quiz. These questions will account for about 30% of the quiz grades.

Table of Contents

INTRODUCTION	4
Reading	4
Terms you should know.	4
Concepts you should understand.	5
TRAINING NEEDS ASSESSMENT	6
Reading	6
Terms you should know.	6
Concepts you should understand.	9
Activities you should master.	11
INSTRUCTIONAL DESIGN: TRAINING OBJECTIVES	13
Reading	13
Terms you should know.	13
Concepts you should understand.	13
Activities you should master.	15
PSYCHOLOGY OF TRAINING	16
Reading	16
Terms you should know.	16
Concepts you should understand.	20
INSTRUCTIONAL TECHNIQUES	23
Reading	23
Terms you should know.	23
Concepts you Should Master	25
Activities you should master.	27
EVALUATING TRAINING	28
Reading	28
Terms you should know.	28
Concepts you should understand.	31
Activities you should master.	33

INTRODUCTION

Reading

Goldstein & Ford, Chapter 1 & 2

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.

Training
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Knowledge
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Skills
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Attitudes
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Rite of Passage
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Socialization
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Training Ethics
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Needs Analysis
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Training Objectives
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Training Evaluation
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Concepts you should understand. At the end of this section you should...

1. List and describe and give an example of each of the activities pursued by a training and development practitioner.
2. List and identify the current trends in training.
3. Be able to describe the elements of the training model and tell why each is important.
4. Be able to describe and give an example of each of the ethical principles that trainers face.