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

Retention

Transfer

Person elements.
Motivation

Self-efficacy

Locus of control

Social Learning Theory

Vicarious learning

Vicarious reinforcement

Model
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Imitation

Manipulation

Precision

Articulation

Naturalization

Bloom’s Affective Levels
  Receive
  Respond
  Value
  Organization
  Characterization

Part Learning

Whole Learning
Massed Practice

Distributed Practice

Automaticity

Vigilance Decrement

Overlearning

Transfer
  Positive Transfer
  Zero Transfer
  Negative Transfer
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.
6. Be able to describe and give an example of each of Bloom’s Affective levels.

7. List different levels of consciousness and competence and how might they affect training design.

8. List and give an example of what is meant by the person:teaching interaction (aptitude-treatment interaction)?

9. List the conditions affect transfer and how might transfer problems be avoided.
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?