	Universitas Gadjah Mada Faculty of Psychology International Undergraduate Program

COURSE OUTLINE

Course Code	Course Name	Semester	Course Status	Course Prerequisite
PSY3218	Training & Development	3	Mandatory	Industrial Psychology, Organizational Psychology

Credits (*SKS*)	Components*	Percentage	Credit weight (*SKS*)	Credit conversion to hours (14 meetings) **
	Lecture/Tutorial	28	0,56	6,53
	Working Group/Presentation	58	1,16	13,53
	Role Play/Simulation	14	0,28	3,27
	Total	100	2	23,3
	*Does not include structured and individual assignment **[(Credit weight x 50 minute) x 14 meetings]/60			

General learning outcomes of the course (CPL)	**Attitude & Values (SN)**	
	SN12	Able to compete and develop a career and himself (career and personal development);
	Knowledge Mastery (PP)	
	PP1	Master fundamental research methodology in Psychology (concept, proper method);
	PP4	Uphold the principles of integrity and ethical codes of psychology in academic and life contexts (responsibly);
	General Skills (KU)	
	KU2	Able to show performance independently and measurably (responsibly);
	KU3	Able to provide alternative information for solving psychological problems to maintain mental health conditions (problem solving, mental health);
	Course Specific Skills (KK)	
	KK2	Able to produce ideas and solutions based on the perspective of Psychology (problem solving);

Specific learning outcomes of the course (CPMK)	*CPMK1*	Students can identify the function of training in work setting
	CPMK2	Students are able to explain some theories related to training
	CPMK3	Students are able to explain the steps and process of training
	CPMK4	Students are able to explain and implement the training program design
	CPMK5	Students are able to evaluate training program and to explain how to transfer training to organization
	CPMK6	Students are able to explain the process of managing career at organization
	CPMK7	Students can identify some effective ways in managing human resources at organization

Mapping of CPL and CPMK		CPMK 1	CPMK 2	CPMK 3	CPMK 4	CPMK 5	CPMK6	CPMK7
	SN12						X	X
	PP1	X	X	X	X	X		
	PP4			X	X		X	
	KU2				X	X	X	X
	KU3		X	X				X
	KK2		X			X		X

Course Description	This course aims to discuss the training and human resource development process at organization context. It is designed to give a conceptual understanding about the meaning and function of training and development in managing human resources at organization. The learning process is carried out through lectures, class discussions, creating training modules, watching videos, and role playing in one training session. For example, for role play, students are asked to present in front of the class one of the sessions in their training module. Lecturers will provide feedback, and other students will respond. For example, for module-making activities, students will be guided in preparing training modules from TNA to training evaluations. This activity is intended to reveal knowledge,

	understanding, and the ability to make training modules and experience firsthand the process of training activities.								
Learning Materials	1. Introduction Training and Development 2. Adult Learning 3. Training Need Analysis 4. Theory and Design Program 5. Training Method 6. Training Evaluation 7. Training Transfer 8. Employee Development 9. Career Management 10. Talent Management								

Assessment Method and its relation to CPMK	Grading Element	Percentage	CPMK 1	CPMK 2	CPMK 3	CPMK 4	CPMK 5	CMPK 6	CPKM 7
	Midterm exam	20%	X	X	X	X			
	Final exam	30%	X	X	X	X	X	X	X
	Video	20%		X	X	X	X		
	Training module	20%		X	X	X	X		
	Presentation	10%						X	X

References	1. Noe, R.A. (2010). Employee training & development. New York: McGraw –Hill. 2. Kirkpatrick, D. L., & Kirkpatrick, J. D. (2006). Evaluating training programs: The four levels. San Fransisco: Berrett-Koehler Publisher. 3. Kirkpatrick, D. L., & Kirkpatrick, J. D. (2007). Implementing the four level: The four levels. San Fransisco: Berrett-Koehler Publisher. 4. Beebe, S.A., Motter, T. P., Roah, K.D. (2004). Training & Development. Boston: Pearson Education, Inc. 5. Kozlowski, S. W. J., & Salas, E. (Ed.). (2010). Learning, training, and development in organizations. Routledge: New York. 6. Mervelede, P. (2014). Talent management: A focus on excellence. Bookboon. 7. Smith, M. C. (Ed.). (2009). Handbook of research on adult learning and development. New York: Routledge. 8. Yarnall, J. (2008). Strategic career management. Oxford: Elsevier. 9. And other related materials

Lecturer (*Team Teaching*)	Indrayanti, M.Si., Ph.D., Psikolog

Integration of Research/PkM in Learning	Research Title/PKM	Name of Lecturer	Form of Integration
	Workshop Karir (PKM) Workshop Capacity Building (PKM)	Indrayanti	Training modul, FGD Manual
	Workshop "Pelatihan Asik di Masa Pandemi"	Indrayanti	Link zoom meeting
	Workshop Motivasi Karir	Indrayanti	Slide PPT
	Workshop Pengembangan Diri	Indrayanti	Slide PPT

Authorization	Date of Compilation	Course Coordinator	Head of International Undergraduate Program	Head of study program
	7 February 2022	*Indrayanti, S.Psi., M.Si., Ph.D., Psikolog*	*Elga Andriana, S.Psi., M.Ed., Ph.D*	*Indrayanti, S.Psi., M.Si., Ph.D., Psikolog*

Meeting	Sub-CPMK	Assessment Method	Learning Material	Learning Method	Time Allocation for Learning	Media	References and External sources
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1	Students can identify the function of training in wok setting (CPMK 1)	Exam	Course Syllabus Overview Introduction Training & Development	Lecture, Discussion	10 minutes 30 minutes 60 minutes	Power Point Video (YouTube)	Noe (2010): Chapter 1
2	Students are able to explain some theories related to training (CPMK 2)	Exam	Adult Learning	Lecture, Comparing theories by discussion	50 minutes, 50 minutes presenting examples	Power Point	Noe (2010): Chapter 2, Beebe et al. (2004): Chapter 2 Kozlowski and Salas (2010): Chapter 5 & 8 Smith (2009): Chapter 1, 16
3	Students are able to explain the steps and process of training (CPMK 3)	In-class assignment	Training Need Analysis	Lecture, Group Work	30 minutes 70 minutes	Power Point Student Bring Their Own Case	Noe (2010): Chapter 3
4	Students are able to explain some theories related to training and able to explain and implement the training program design (CPMK2, CMPK4)	Exam	Theory and Design Program	Lecture, Discussion, Exercise	40 minutes 60 minutes	Power Point, Examples of some training design	Noe (2010): Chapter 4
5	Students are able to explain the steps and process of training (CPMK3)	Exam	Training Method	Lecture, Discussion to compare some methods	30 minutes, 70 minutes	Power Point	Noe (2010): Chapter 7 & 8 Beebe et al. (2004): Chapter 7

Meeting	Sub-CPMK	Assessment Method	Learning Material	Learning Method	Time Allocation for Learning	Media	References and External sources
							Kozlowski and Salas (2010): Chapter 7
6	Students are able to evaluate training program and to explain how to transfer training to organization (CPMK5)	Exam	Training Evaluation and Transfer	Lecture, Working Group	30 minutes, 70 minutes	Power Point, Worksheet	Noe (2010): Chapter 5 & 6 Kirkpatrick and Kirkpatrick (2007) Kirkpatrick & Kirkpatrick (2006)
7	Student experience training in real situation mentoring by expert	Group Member Evaluation	Exercise and Role Play	Guess lecture Experiential Learning	100 minutes	Fun Games, Group Member Evaluation Form	
Midterm Examination							
8	Students are able to explain their design based on training need analysis, the theoretical design, and the method (CPMK2, CPMK3, CPMK4)	Group Member Evaluation	Presenting group work (Training Module)	Presentation, Feedback	100 minutes	Power Point, Group Member Evaluation Form	
9	Students are able to present and simulate their design and the evaluation (CPMK2, CPMK3, CPMK4, CPMK5)	Group Member Evaluation	Training Simulation Video	Presentation Feedback	100 minutes	Power Point, Video, Group Member Evaluation Form	
10	Students are able to explain the process of managing career at organization and to	Exam	Employee Development	Lecture, Movie review	30 minutes, 70 minutes	Power Point Movie "Wonder"	Noe (2010): Chapter 9 Kozlowski and

Meeting	Sub-CPMK	Assessment Method	Learning Material	Learning Method	Time Allocation for Learning	Media	References and External sources
	identify some effective ways in managing human resources at organization (CPMK6, CPMK7)						Salas (2010): Chapter 9, 10
11	Students are able to review theoretical and empirical background of employee development (CPMK6, CPMK7)	Group Member Evaluation	Employee Development Review	Presentation, Feedback	100 minutes	Power Point, Student's assignment, Group Member Evaluation Form	Noe (2010): Chapter 9 Kozlowski and Salas (2010): Chapter 9, 10
12	Students are able to explain the process of managing career at organization (CPMK6)	Exam	Career Management	Lecture, Discussion	40 minutes, 60 minutes	Power Point, Observation Guideline, and Role Play	Noe (2010): Chapter 11 Smith (2009): Chapter 14 Yarnall (2008)
13	Students are able to explain about the meaning and the function of talent management at work (CPMK7)	Exam	Talent Management	Lecture, Discussion	40 minutes, 60 minutes	Power Point, Cases	Noe (2010): Chapter 12 Mervelede (2014): Chapter 3, 5, 6, 7
14	Students are able to explain some theories related to training and able to explain and implement the training program design (CPMK2, CMPK4)	Group Member Evaluation	Theory and Design Program	Simulation	100 minutes	Outdoor activity Group Member Evaluation Form	Noe (2010): Chapter 12 Mervelede (2014): Chapter 3, 5, 6, 7
Final Examination							