

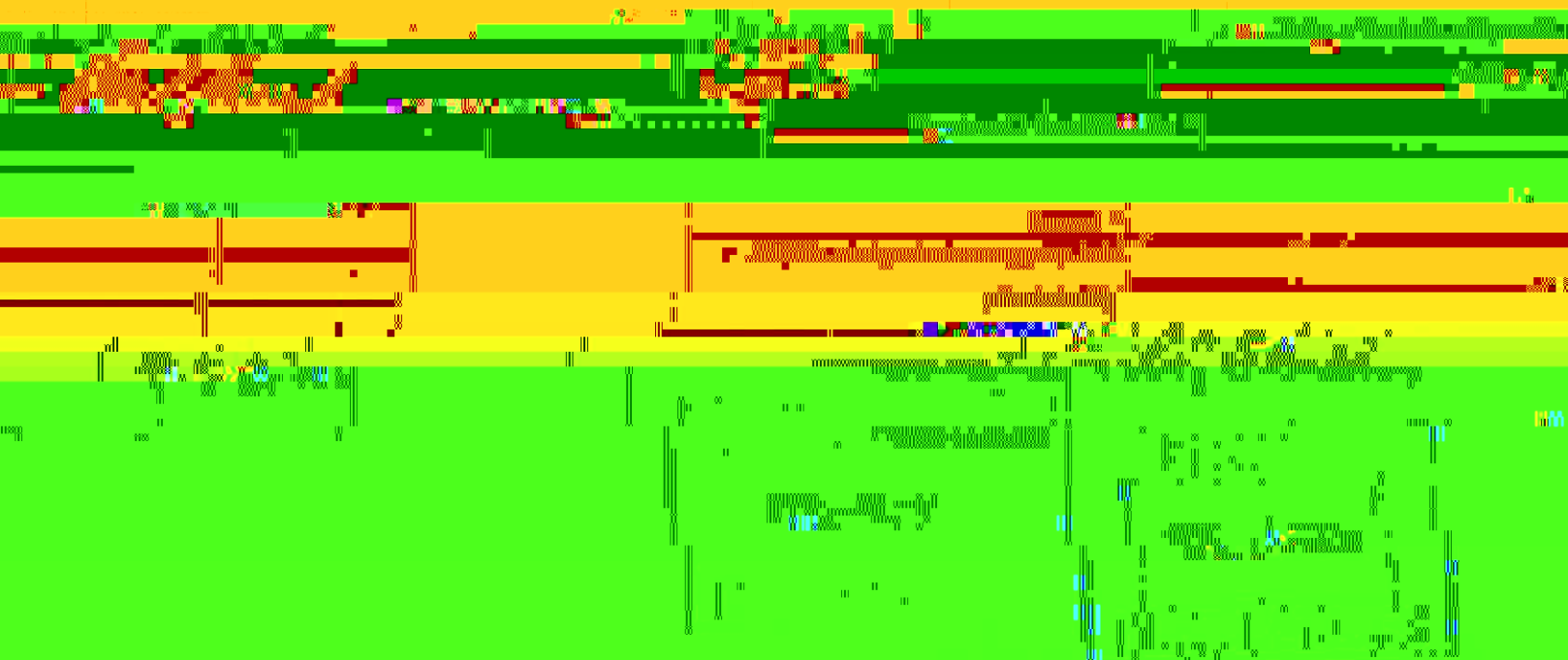
Curriculum Proposal: Gender Studies at University

11/14/13 149 11-13



is also proposed as a Liberal Studies Course. Other (e.g., Women's Studies) is also proposed as a Liberal Studies Course.

Pr. A BU 7-28-0



MGMT 401 Management Development and Training

3c-0l-3cr

Prerequisite: MGMT 300, 310

MGMT 501 Management Development and Training

3c-0l-3cr

Prerequisite: MGMT 300, 310 or equivalent of both

Course Description

Principles, problems, and procedures in planning, organizing, directing, and controlling all aspects of training and development programs in a business enterprise. Methods of

improving and development of managerial skills are emphasized.

Course Objectives

It is expected that by the end of the semester the student will be able to:

- 1) Describe the systems approach to training and development.
- 2) Differentiate between the problems that have a training solution and those that do not.
- 3) Define training objectives.

Grading Scale

For undergraduate students:
A from 90% to 100% B from 80% to 89% C from 70% to 79% D from 60% to 69%

For graduate students:

A from 90% to 100%, B from 80% to 89%, C from 70% to 79%, F below 70%.

Course Attendance Policy

The university expects all students to attend classes. Attendance will be taken at the end of most sessions. Students are allowed to miss up to 3 hours of class time during the semester without consequence. Excuses will also be given for illness, family emergencies, and other extenuating circumstances.

Kang, D., & Santhanam, R. (2003). A Longitudinal Field Study of Training Practices in a Collaborative Application Environment. Journal of Management Information Systems, 2 (3), 257-179.

Kidwell J., & Roland E. (2003). Helping older workers cope with continuous quality improvement. Journal of Management Development, 22 (10), 890-911.

Mintzberg, H. (1996). Musings on management. Harvard Business Review, July-August.

Pfeffer, J. (1999). Putting People first for organizational success. Academy of Management Executive, 13, 27-51.

Phillips, J. J. (1999). HRD trends worldwide. Houston: Gulf Press.

Savery, L. K., & Luks, J.A. (2004). Does training influence outcomes of organizations? Some Australian evidence. Journal of Management Development, 23 (2), 119-124.

Simon, H. A. (1957). Models of man. New York: Wiley.

Skule, S. (2004). Learning conditions at work: a framework to understand and assess informal learning in the workplace. International Journal of Training & Development, 8 (1): 8-30.

Small, M. W. (2004). Wisdom and now managerial wisdom: do they have a place in management development programs? Journal of Management Development, 23 (8), 751-771.

Sogunro, O.A. (2004). Efficacy of role-playing pedagogy in training leaders: some reflections. Journal of Management Development, 23 (4), 355-371.

Trim, P. R. (2004). Human resource management development and strategic management enhanced by simulation exercises. Journal of Management Development, 23 (4), 399.