

ALD 646 Online

Formulation of Significant Learning Goals

Based on Fink, L. D. (2003). *Creating significant learning experiences: An integrated approach to designing college courses*. San Francisco: Jossey-Bass.

Lead-in question: “What impact do I want this course experience to have on students, that will still be there a year or more after the course is over?” (p. 75).

A year after the course is over, I want and hope that students will...	
Kinds of learning	Learning Goals
Foundational Knowledge	<ul style="list-style-type: none"> • Understand and explain key organizational concepts and terms related to human resources and organizational development • Be able to discuss the theories and rules for assessing, developing, and implementing programs. This will include the following topics of needs assessment, competency development, instructional design, and facilitation. To be able to identify two models of evaluation (Kirkpatrick and Phillips), including major theorist, characteristics, best context in which to use this model, advantages and disadvantages for organization and individuals when using this model.
Application	<ul style="list-style-type: none"> • Be able to critically evaluate bodies of literature in academic and popular outlets (Critical thinking) • Be able to conduct a needs assessment for training and assess competency development of employees in organizations. • Critically reflect on the roles of human resources and organizational development practices in organizations. • Be able to evaluate programs using various levels of evaluations • Imagine new ways of using the tools of human resources and organizational development to enhance the work life of their employees
Integration	<ul style="list-style-type: none"> • Identify the interaction between human resource development, organizational development with other realms of knowledge and models of leadership and behavior of organizations • Connect the theoretical knowledge of human resource and organizational development with their own personal needs and desires as leaders and employees • Compare the mainstream philosophies with feminist, and other critical views of the field of human resource and organizational development. • Link course material to other courses in the Adult Learning and Development program.
Human Dimension	<ul style="list-style-type: none"> • Become more aware and reflective about the human resource and organizational development initiatives in organizations and the consequences to all stakeholders. • Become more confident in their ability to be self-directed learners in a collaborative environment.

Kinds of Learning	Learning Goals
Caring	<ul style="list-style-type: none"> • Get excited about human resources and organizational development as a broad, complex, multifaceted field of study, which is as a subject that is concerned with more than just the bottom line of an organization but it also concerned with the social, psychological, and economic welfare of the employees and the larger community. • Strive to evaluate the organizational jargon and speech, in a critical manner that they encounter regularly in both their organizational spaces as well as in the public media.
Learning how to learn	<ul style="list-style-type: none"> • Be able to identify important resources and strategies for their own subsequent learning. • Have learned about their own preferred learning styles and the importance of using multiple learning styles in the future • Continue to be reflective practitioners in organizations and incorporate reflection and action into their daily lives in multiple areas.