

**WILMINGTON UNIVERSITY**  
**COLLEGE OF BUSINESS**  
**BASIC COURSE INFORMATION**

**COURSE TITLE:** Future of Training and Development

**COURSE NUMBER:** HRM 374

**PRE-REQUISITE(S):** None

**COURSE DESCRIPTION:**

This one-credit course surveys the various technological and societal trends that are impacting training and development. Students will examine technological advancements, methodologies, and strategies that will help prepare them personally for the future changes in the profession and to be strategic transformation partners ensuring that the training and development of an organization is built for the future.

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

The student will be able to summarize current trends in technology with regard to training and development.

**Learning Objectives:** The student will:

- A-1 Explain the history and emerging trends of training and development.
- A-2 Examine the various types of technology used by HR departments and their application to training and development.
- A-3 Compare and contrast technology-based tools to support training and development.
- A-4 Evaluate the effectiveness of a new tool in training and development.
- A-5 Predict future trends in training and development.

**GOAL B:**

The student will be able to evaluate emerging training methodologies and strategies.

**Learning Objectives:** The student will:

- B-1 Explain strategies to enhance training and development.
- B-2 Assess the effectiveness of new and emerging strategies in the transfer and application of training content.

- B-3 Analyze different current and emerging methods and techniques in training and development.
- B-4 Utilize new strategies in training content.