OBHR 4335 Training and Development (3 semester credit hours) This course focuses on the effective development of talent within organizations. It covers issues such as training needs analysis, training curriculum design, training delivery, management and leadership development, the role of experience in skills development, and the evaluation of training and development initiatives. The course will equip the student to determine when training is appropriate, what type of training (content and delivery) is needed, when alternatives to training are better suited to meet the organization’s objectives, and how to determine the return on investment in training. Prerequisite: OBHR 3310 or OBHR 3330. (3-0) T