EME 6426 HPT INTERVENTIONS

Course Prefix/Number: EME 6426
Course Title: HPT Interventions
Course Credit Hours: 3
Instructor Name and Contact Information: IT Graduate Faculty
Prerequisites/Corequisites: EME 6429

Course Description
Human Performance Technologists, education and training leaders in organizations, identify gaps between desired and actual employee performance levels. Once the gaps have been identified, the HPT practitioner, the Solution Specialist, determines interventions or combination of interventions that are needed to close those gaps. These interventions consist of instructional and non-instructional solutions that educators and trainers design and develop that, in turn, solve organizational performance problems.

Purpose of the Course
The purpose of this course is to provide education and training leaders with the skills required to make appropriate recommendations concerning possible ways to close past, present, or possible future performance gaps using instructional and non-instructional solutions.

Major Goals
Upon completion of this course, students will be able to advise possible ways to close past, present or possible future performance gaps within an organization by addressing their root cause(s).

- Determine one or more solutions and identify them as instructional or non-instructional
- Identify how the solution will be produced
- Identify the resources required
- Identify methods for delivering or deploying the solution
- Identify how the solution will be maintained or reinforced
- Identify methods for evaluating the effectiveness of the solution

Objectives
1. Select human performance improvement interventions
2. Interpret research on human performance to select appropriate intervention solutions
3. Align interventions with performance gaps
4. Forecast effects of interventions
5. Forecast and analyze effects of interventions and their consequences
6. Disseminate justification for selected interventions to organizational stakeholder
7. Assess relationships among interventions
   a. Examine effects of multiple human performance improvement interventions on parts of an organization, as well as the effects on the organizations interactions with customers, suppliers, distributors, and workers
   b. Develop strategies for solving issues related to complex intervention relationships
8. Analyze critical education and training issues
   a. Perform organizational and process analysis
   b. Conduct individual employee assessments
   c. Determine roles and responsibilities for stakeholders, high performers, and subject matter experts to be involved in the development and implementation of the solution
   d. Create, distribute and interpret customer satisfaction information/survey result
   e. Write goals for human performance improvement
   f. Write performance objectives for interventions

Topics
- The role of intervention selection in the HPT Model
- Interventions: Individual Perspectives
- Interventions: Organizational Perspectives
- Intervention Selection
- Getting ready for Change
- Specialists in the World of HPT

Course Requirements & Evaluation

TextBook

Course Guidelines
Students should expect to spend approximately 9-12 hours completing lessons and activities each week.

Assignments
1. Course Exam (30%)
2. Intervention and Selection Strategy Matrix (20%)
3. Intervention Critiques (2, 10% Each)
4. Intervention Project (30%)

Accommodations
If you have a need for any class accommodations or special test-taking arrangements because of a physical and/or perceptual limitation, please get in touch with the instructor at the earliest time possible. Please leave your name and phone number so that the instructor can contact you to set up an appointment.