**Al-Farabi Kazakh National University Autumn semester 2020-2021**

Content of Practical Lessons on discipline **“Training and Development of Personnel”** for 2-st Year Mastership Students Studying by Specialty “Personality and Organizational Psychology

**Thematic block \*\* I – Training as a Form of Special Education**

Practical lesson 1 Why you need high-impact personnel (employee) training and development?

Practical lesson 2 Social and economic causes of needs to study personnel training and development

Practical lesson 3 Practical tasks of management training programs

**Thematic block \*\* II – Main Activities of Personnel Training and Development**

Practical lesson 4 Self-regulation phenomena of human activity within training and development

Practical lesson 5 Natural mechanisms of training and development: instincts, individual-exchangeable behavior and intelligence

Practical lesson 6 Analysis of active learning techniques: exploratory/discovery learning, error management training, guided exploration and mastery training

Practical lesson 7 Analysis of different "stakeholders" roles within training and development

Practical lesson 8 Social-psychological features of high-reliability organizationsPractical lesson 9 Empirical evaluation of high-impact personnel training and development

Practical lesson 10 Grouping phenomena in the forming of personnel (a team)

**Thematic block\*\* III – Main Research Practices in the Personnel Training and Development**

Practical lesson 11 Ways to reveal personnel’s specific skills to train and develop

Practical lesson 12 Basic phenomena of training and development in connection to psychology of labour

Practical lesson 13 Cultural, cross-cultural and ethnical specifics of personnel training and development

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