Boise State University
Organizational Performance and Workplace Learning (OPWL) Department

OPWL536 – Foundations of Organizational Performance and Workplace Learning (4 credits)

This is a synopsis of the course syllabus intended to provide an overview of the course. Please note that details of the course may change from semester to semester and that the syllabus used during a given semester takes precedence over this summary.

General Course Description

OPWL536 introduces students to the important theories and models that form the foundation of organizational performance and workplace learning. Students study historical foundations, prominent people, and events that contributed to the development of the fields of organizational performance and workplace learning. In addition, relevant theories and models will be applied to real or realistic organizational situations in industry, government, military, and non-profit settings.

Textbooks and Readings


A set of readings from professional books and journals (provided in class)

Course Goals

At the end of this course, you should be able to:

1. Explain the relationship between instructional technology (IT) and human performance technology (HPT/HPI) (assessed by class participation)
2. Describe and apply key Human Performance Technology models (assessed by class participation, OPWL model organizer assignment)
3. Create practical OPWL tools (assessed by class participation, OPWL Toolbox assignment)

Course Assignments

Class Participation (Individual Assignment)
The weekly discussions and assignments about different principles and theories of organizational performance and workplace learning are central to this course. You are expected to participate in the class by:

- Completing weekly assignments
- Participating in weekly discussions by posting on at least two different days with a minimum of three messages.
- Contributing substantively during discussions by contributing clear, concise, quality messages that move the discussions along.
**OPWL Tools**
You will be asked to create, either alone or as part of a team, two stand-alone tools based on the theories and models that we will discuss in class.

**OPWL Model Organizer**
You will be asked to create, either alone or as part of a team, a table that compares the main models that we will study during the semester. By creating short entries in each cell in your own words, you will synthesize what you’ve learned about each model and demonstrate an understanding of the key points that differentiate each theory from the others.

**Time Required**
A general rule of thumb is that you should expect to invest approximately 45 hours per credit during a semester. OPWL536 is a 4-credit course taught during a 15 week semester. This means that you should expect to invest approximately 180 hours (45 x 4) on this course. This translates to approximately 12 hours per week (180 ÷ 15 weeks). Remember that this is an approximation. You might spend more or less time on this course depending on your relevant work experience and your familiarity with the content.