
Graduate Certificate in Human Resource Management for Cruise Ship Staff

Training and Development

360-degree feedback is a method of performance appraisal that gathers feedback from an individual's colleagues, subordinates, and superiors, as well as the individual themselves, providing a comprehensive view of their job performance.

Active learning is a teaching approach that engages students in the learning process by actively participating in activities such as discussions, problem-solving, and group work.

Adult learning theory is a theory that suggests adults learn differently than children, emphasizing the importance of self-directed learning, practical applications, and the use of prior knowledge and experiences.

Assessment is the process of evaluating an individual's knowledge, skills, and abilities, typically through the use of tests, quizzes, and other types of assessments.

Blended learning is a teaching approach that combines traditional classroom instruction with online learning.

Bloom's taxonomy is a classification system of learning objectives that includes six categories: remembering, understanding, applying, analyzing, evaluating, and creating.

Career development is the process of identifying and working towards career goals, which may include job training, education, and networking.

Coaching is a development process where a coach supports an individual in achieving their goals, typically through regular meetings and discussions.

Competency-based education is a type of education that focuses on the demonstration of specific skills and knowledge, rather than the accumulation of credits.

Continuous improvement is the ongoing process of identifying and implementing changes to improve the quality and effectiveness of training and development.

Corporate training is training that is provided by an organization to its employees to help them develop the skills and knowledge they need to perform their jobs.

Curriculum design is the process of creating a plan of instruction for a course or training program.

Distance learning is a type of education that is delivered remotely, typically through the use of online technologies.

Diversity and inclusion training is training that helps individuals understand and value differences among people, and promotes a culture of inclusivity.

E-learning is a type of learning that is delivered electronically, typically through the use of online technologies.

Emotional intelligence is the ability to understand and manage one's own emotions, as well as the emotions of others.

Experiential learning is a type of learning that is based on real-world experiences, such as internships, apprenticeships, and other types of hands-on learning.

Feedback is information provided to an individual about their performance, typically with the goal of helping them improve.

Formative assessment is a type of assessment that is used to monitor student progress and provide feedback, typically during a course or training program.

Human performance technology is the application of principles and practices from a variety of disciplines, such as instructional design and performance improvement, to enhance the performance of individuals, teams, and organizations.

Inclusive leadership is a leadership style that promotes a culture of inclusivity and values diversity.

Instructional design is the process of creating instructional materials, such as lesson plans, presentations, and other types of learning resources.

Job analysis is the process of identifying the tasks, responsibilities, and qualifications required for a particular job.

Kirkpatrick's model is a framework for evaluating the effectiveness of training programs, with four levels: reaction, learning, behavior, and results.

Learning management system (LMS) is a software application used for the administration, documentation, tracking, and reporting of training programs.

Mentoring is a development process where a mentor provides guidance and support to an individual, typically through a long-term relationship.

Microlearning is a type of learning that is delivered in short, focused bursts, typically through the use of online technologies.

Needs analysis is the process of identifying the training and development needs of individuals, teams, or organizations.

Onboarding is the process of introducing new employees to an organization and helping them become productive members of the team.

Performance appraisal is the process of evaluating an individual's job performance, typically through the use of a formal performance review.

Performance consulting is a collaborative process between a performance consultant and a client to identify and address performance gaps.

Performance improvement is the process of identifying and implementing changes to improve the performance of individuals, teams, and organizations.

Return on investment (ROI) is a measure of the financial benefits of a training program, typically expressed as a percentage of the cost.

Self-directed learning is a type of learning where an individual takes responsibility for their own learning, typically through the use of self-study materials and resources.

Self-regulated learning is a type of learning where an individual monitors and regulates their own learning, typically through the use of strategies such as goal setting, self-assessment, and self-reflection.

Situated learning is a type of learning that occurs in a specific context, such as a workplace, and is closely tied to the practical applications of the knowledge and skills being learned.

Skill gap analysis is the process of identifying the difference between the skills that an individual currently has and the skills they need to perform their job.

Social learning is a type of learning that occurs through observation and imitation of others, typically in a social context.

Summative assessment is a type of assessment that is used to evaluate the overall performance of an individual, typically at the end of a course or training program.

Talent development is the process of identifying and developing the skills and abilities of high-potential employees.

Training is the process of teaching an individual a specific set of skills or knowledge.

Training evaluation is the process of assessing the effectiveness of a training program, typically through the use of Kirkpatrick's model.

Training needs analysis is the process of identifying the training and development needs of individuals, teams, or organizations.

Training transfer is the process of applying the skills and knowledge learned in a training program to the job.

Virtual learning is a type of learning that is delivered through the use of virtual technologies, such as virtual reality and virtual simulations.

Workplace learning is learning that occurs in a workplace setting, typically through on-the-job training and other types of workplace learning experiences.

The above glossary terms and definitions provide a comprehensive overview of the key concepts and terminology related to training and development in the context of the Graduate Certificate in Human Resource Management for Cruise Ship Staff. Understanding these terms is essential for HR professionals working in the cruise ship industry, as well as for other professionals involved in the design, implementation, and evaluation of training and development programs. By using these terms effectively, HR professionals can help ensure that training and development initiatives are well-designed, effective, and aligned with the needs of the organization and its employees.