



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Comparative Behaviour Analysis for Job Decisions

Business, Commerce and Management Studies / Generic Management

Unit Standard 259942 · NQF Level 5 · 8 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with the skills to systematically compare behavioural patterns in the workplace and use these insights to make informed job-related decisions. Participants will learn to identify, analyse, and apply behavioural data to enhance recruitment, team dynamics, and employee development.

Category	Business, Commerce and Management Studies
Subfield	Generic Management
Unit Standard	259942
Accreditation	SAQA Accredited · NQF Level 5 · 8 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyse behavioural indicators to distinguish between different work-related behaviours.
- Apply comparative behaviour analysis techniques to evaluate candidates for job roles.
- Evaluate the impact of behavioural differences on team performance and workplace relationships.
- Design interventions based on behavioural comparisons to improve job fit and employee satisfaction.
- Demonstrate the ability to use behavioural data to support objective job-related decisions.
- Implement strategies for integrating behavioural analysis into recruitment and performance management processes.

WHO SHOULD ATTEND

- This course is designed for HR practitioners, line managers, team leaders, and anyone involved in hiring, performance evaluation, or career development decisions within an organisation.

COURSE OUTLINE

Day 1: Foundations of Comparative Behaviour Analysis

- Introduction to comparative behaviour analysis
- Historical perspectives and key theorists (e.g., Lorenz, Tinbergen, Skinner)
- Innate vs. learned behaviours: examples and implications
- Ethical guidelines for observing and analysing behaviour
- Overview of job decision applications: selection, training, and performance

Day 2: Behavioural Observation and Data Collection Methods

- Observation methods: continuous vs. time sampling
- Developing ethograms and coding schemes
- Data collection tools: checklists, timers, video recording
- Reliability and validity in behavioural measurement
- Introduction to data analysis: frequencies, durations, and sequences

Day 3: Comparative Analysis Frameworks for Job Performance

- Cross-species comparisons: primates, canines, and humans
- Functional behaviour assessment (ABC model)
- Behavioural taxonomies for job analysis (e.g., O*NET, PAQ)
- Environmental enrichment and its analogues in the workplace
- Case studies: applying comparative analysis to real job scenarios

Day 4: Advanced Applications and Decision-Making

- Predictive validity of behavioural markers
- Behavioural interviewing and assessment centres
- Training design: shaping, chaining, and reinforcement schedules
- Statistical comparison: t-tests, chi-square, and effect sizes
- Ethical and practical limitations in applying animal models to humans

Day 5: Integration, Reporting, and Practical Application

- Report writing: structure, language, and visuals
- Stakeholder communication strategies
- Action planning for behaviour analysis in the workplace
- Peer review of case study analyses
- Course wrap-up and evaluation

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **8 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

UPCOMING SESSIONS

Start	End	Method	Venue
03 Aug 2026	07 Aug 2026	On-Campus	Pretoria, South Africa
03 Aug 2026	07 Aug 2026	On-Campus	Dubai, UAE
03 Aug 2026	07 Aug 2026	On-Campus	Cape Town, South Africa
03 Aug 2026	07 Aug 2026	On-Campus	Mauritius
03 Aug 2026	07 Aug 2026	On-Campus	Johannesburg, South Africa
03 Aug 2026	07 Aug 2026	On-Campus	Lagos, Nigeria
10 Aug 2026	14 Aug 2026	On-Campus	Mauritius
10 Aug 2026	14 Aug 2026	On-Campus	Cape Town, South Africa

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

- 1. Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 259942) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
- 2. Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
- 3. Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
- 4. Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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