Human Factor Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's high-performance and safety-critical environments, understanding the Human Factor is crucial for minimizing risks, improving decision-making, and enhancing productivity. This training course explores the cognitive, psychological, and behavioral aspects that influence human performance at work. Whether in aviation, healthcare, manufacturing, or tech, addressing human error through systematic human factor strategies leads to significant gains in efficiency, safety, and organizational resilience.

Human Factor Training Course is designed with an evidence-based, multidisciplinary approach, covering cutting-edge topics such as cognitive load management, situational awareness, decision fatigue, and ergonomics. By combining real-world case studies, simulations, and performance assessments, the course delivers practical skills to optimize human performance and reduce costly errors. Tailored for leaders, safety professionals, and frontline staff, this course bridges theory and application for immediate impact.

Programme Curriculum

Human Factor Training Course

Introduction

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Course Objectives

1. Understand the core principles of human factors and ergonomics.
2. Analyze the impact of cognitive biases and human limitations in high-risk settings.
3. Apply situational awareness techniques to reduce workplace errors.
4. Improve communication and teamwork using human factor insights.
5. Explore the role of mental workload and decision-making in performance.
6. Enhance safety culture and risk mitigation through behavioral interventions.
7. Utilize data-driven human error analysis for quality improvement.
8. Design human-centered systems for operational efficiency.
9. Develop resilience through stress and fatigue management strategies.
10. Recognize the influence of organizational factors on individual behavior.
11. Integrate psychological safety and leadership into team dynamics.
12. Apply human factor principles in crisis management and emergencies.
13. Implement training and evaluation methods for sustained performance improvement.

Target Audience

1. Safety officers and compliance managers
2. HR and training managers
3. Operational supervisors
4. Engineers and system designers
5. Quality assurance professionals
6. Healthcare providers and clinical leaders
7. Aviation and transportation personnel
8. Emergency and crisis response teams

Course Duration: 5 days

Course Modules

Module 1: Introduction to Human Factors

- What are human factors?
- Evolution and applications across industries
- Key human factor models
- Benefits of integrating human factors

- Introduction to case study: *Swiss Cheese Model in Aviation*

Module 2: Human Error and Risk Management

- Types of human error
- Latent vs active failures
- Error-trapping tools and strategies
- Root cause analysis
- Case Study: *Three Mile Island Nuclear Accident*

Module 3: Cognitive Load and Decision-Making

- Brain processing limitations
- Multitasking myths
- Decision fatigue
- Heuristics and biases
- Case Study: *Healthcare Diagnostic Errors*

Module 4: Communication and Team Dynamics

- Barriers to effective communication
- Crew Resource Management (CRM)
- Team situational awareness
- Psychological safety in teams
- Case Study: *NASA Challenger Disaster*

Module 5: Situational Awareness and Perception

- Levels of situational awareness
- Information processing under stress
- Perception errors in dynamic environments
- Maintaining awareness in noisy settings
- Case Study: *Mid-Air Collision over Überlingen*

Module 6: Stress, Fatigue, and Human Performance

- Impact of stress on performance
- Fatigue science and circadian rhythms
- Resilience training
- Self-care strategies for professionals
- Case Study: *Fatal Railway Accident Due to Operator Fatigue*

Module 7: Designing Human-Centered Systems

- User-centered design principles
- Ergonomics and interface design
- Usability testing
- Reducing cognitive friction
- Case Study: *Medical Device Interface Failures*

Module 8: Organizational Culture and Safety Leadership

- Building a just culture
- Leadership influence on human factors
- Creating reporting and feedback loops
- Safety training and reinforcement
- Case Study: *Toyota's Lean Manufacturing and Human Factor Integration*

Training Methodology

- Interactive Lectures with multimedia presentations
- Case Study Discussions for applied learning
- Role Plays and Simulations to develop critical response skills
- Group Activities and Workshops to enhance team learning
- Self-Assessments and Feedback Loops for performance tracking
- Real-Time Scenario Analysis using industry-specific examples
- Practical Assignments for on-the-job application
- End-of-Module Quizzes and a final competency evaluation

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

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