Master of Science in Human Resource Development

Executive Human Resource Development Program

Summaries of Courses

**HRDE 650 Intro to Adult & Organizational Learning & Behavior (4 credits)**
Provides a general introduction to HRD, adult learning, and organization behavior and analysis. Develops self-awareness which serves as a foundation for working effectively with others in groups and organizations.

**HRDE 651 Organizational Effectiveness & Change (3 credits)**
Presents theoretical and practical perspectives of organization development and consulting. Introduces ethical issues and basic processes of influencing and supporting organizational change initiatives.

**HRDE 652 Applied Adult & Organizational Learning & Behavior (2 credits)**
Focuses on applying adult learning theory and group development theory. Emphasizes reflective practice and ethical frameworks for respecting individual and organizational differences and goals.

**HRDE 653 Career Development in HRD (2 credits)**
Analyzes and evaluates career management as a sub-system in organizations. Provides opportunity for individual career exploration and introduces key organizational career management processes.

**HRDE 654 Needs Assessment & Evaluation in HRD (3 credits)**
Presents processes for identifying current and desired workplace performance, diagnosing causes of the gap, selecting appropriate solutions, and determining the impact of HRD interventions on organizational goals.

**HRDE 660 Designing HRD Programs (3 credits)**
Applies adult learning design principles and processes to blended HRD programs. Involves creating learning objectives, and selecting content and activities that meet individual and organizational needs.

**HRDE 670 Technology in HRD (2 credits)**
Explores blended and e-learning principles and the role of technology in designing, delivering, and managing HRD programs in organizations. Provides opportunities for designing and creating e-learning activities.

**HRDE 671 Applied HRD Research—Part 1 (1 credit)**
Emphasizes fundamental research concepts to create confident consumers of HRD research. Includes critiquing, interpreting, and applying research findings to help improve organizational effectiveness.

**HRDE 672 Facilitating Learning in HRD (3 credits)**
Develops skills in creating collaborative learning environments, presenting information, directing structured learning experiences, and managing group discussions and processes so that the intended purpose is achieved.
HRDE 673  Applied HRD Research—Part 2 (2 credits)
Explores current workplace trends and issues and the implications for organizations and HRD professionals.

HRDE 674  Trends & Issues in HRD (2 credits)
Explores current workplace trends and issues and the implications for organizations and HRD professionals.

HRDE 675  Strategic Leadership & Ethics in HRD (3 credits)
Examines the role of strategic and ethical leadership to promote human resource development in support of organizational goals. Explores HRD management processes and integration with other organizational systems.

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