

HR 610: Human Resource Development

Course Description:

Analyzes an organization's human assets and the processes related to human capital development. This course will examine how different perceptions, motives, attitudes, values and mental models influence behavior. Major themes include adult learning concepts, thriving in a learning organization, and providing development and training to ensure continual and optimal skill and knowledge competency.

* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

Learning Objectives:

Upon the successful completion of this course, the student will be able to:

- 1) Identify the business factors that influence training activities in organizations.
- 2) Identify competencies, roles, outputs, and areas of practice for HRD professionals.
- 3) Recognize how the training cycle approach leads to planned organization change and performance improvements.
- 4) List the ways needs assessment and evaluation help improve training and organization performance.
- 5) Compare and contrast the basic tenants of behavioral and cognitive science.
- 6) Explain the differences between andragogy and pedagogy.
- 7) Describe the characteristics of adult learners.
- 8) Identify personal learning styles and the connection between learning styles and the ways participants evaluate training experiences.
- 9) Identify connections between learning/motivation principles (theories) and the design and delivery of training.
- 10) Describe the procedural steps involved in needs assessment, instructional design, program development, program delivery, program administration, program evaluation, and planned change.