

Program:	Human Resource Development
Degree:	Bachelors of Science
Department:	Educational Administration & Human Resource Development
Contact Name:	Judy R. Sandlin, PhD
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Outcome	Use systematic approaches, project management skills and leadership principles to generation solutions to HRD challenges and problems in organizations
Marketable Skills	<ul style="list-style-type: none"> Using the scientific method, differentiate among the methods of experimental research, descriptive research, qualitative research, and action research to solve HRD problems Read, understand, critique, and use published HRD reports Identify, lead, and manage a product scope, build a work breakdown structure, create a project plan, create the project budget, define and allocate resources, manage the project development, identify and manage risks, and understand the project procurement process

Outcome	Apply effective professional and technical expertise to managing and evaluating data
Marketable Skills	<ul style="list-style-type: none"> Compute, interpret, and differentiate between various measures of central tendency and variability, measures of association and prediction, tests between the means of different groups, and tests between the means of related groups.

Outcome	Apply effective management, business, marketing, human resource, and legal principles as they pertain to the HRD issues and problems
Marketable Skills	<ul style="list-style-type: none"> Discuss and describe core concepts related to training, career, ethical, legal, and organization development

Outcome	Develop and deliver effective training and instruction related to the HRD fields that can be delivered via different strategies and mediums and incorporate effective adult teaching and learning principles
Marketable Skills	<ul style="list-style-type: none"> Describe traditional training methods, computer-based training methods, and e-learning, including appropriate uses for each Construct a rationale for designing the approaches to development of leadership competencies Evaluate internal and external resources used when delivering appropriate development process interventions for career development design and/or delivery of specialized training programs for all employees, tailored to specific needs and audiences, using traditional and non-traditional methods

Outcome	Apply effective HRD strategies and principles that focus on areas such as diversity, inclusion, and conflict management as they pertain to employees and organizations
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Marketable Skills	<ul style="list-style-type: none"> • Explore the international, national, community, organizational, group and individual motivation to explore, invest and commit to diversity • Investigate and apply the theoretical and practical aspects of situation assessment, conflict management, negotiation, and mediation in order to improve communication, critical thinking, and problem solving skills
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Outcome	Assess and evaluate training needs within organizations
Marketable Skills	<ul style="list-style-type: none"> • Discuss the field and study of basic statistics and the most commonly used techniques used to organize and make sense of data. • Discuss and describe core concepts related to training, career, and organization development • Conduct a comprehensive organizational assessment and develop strategies to manage change and growth while ensuring that structures and processes are aligned with a company's strategic vision

Outcome	Manage change, organizational development, and policy at the individual, team and organization levels
Marketable Skills	<ul style="list-style-type: none"> • Examine organization's training needs from individual, group, and organizational perspectives • Plan for effective change at the individual and organizational level • Manage the learning process, increase employee participation, and monitor and reinforce success

Outcome	Demonstrate lifelong learning (e.g. professional development, assessment, and reflection)
Marketable Skills	<ul style="list-style-type: none"> • Reflect on one's future role as a member of a multicultural and global society • Further develop research, writing, critical thinking, and assessment skills as well as model many effective HRD skills and competencies through participation in professional development activities

Outcome	Demonstrate professional, ethical, global, social, and inclusion practices in HRD
Marketable Skills	<ul style="list-style-type: none"> • Examine the role of individual biases and assumptions in everyday decision making and the impact of cumulative biases and assumptions on individuals, groups, organizations and larger human systems • Describe training issues for global organizations

Outcome	Apply critical thinking, organize and effectively communicate ideas, and information clearly in written and oral forms
Marketable Skills	<ul style="list-style-type: none"> • Identify HRD problems or issues and create and assess different types of charts, table, and figures to implement solutions • Utilize elements of the research process to write research based papers • Critically reflect upon various theories, models, and research and develop a personal perspective about the relevance, appropriateness, and potential of

	HRD theory and practice in contemporary organizations and institutions and be able to communicate that to others
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Outcome	Collaborate effectively with other individuals, teams, organizations, and stakeholders
Marketable Skills	<ul style="list-style-type: none"> • Interact with other students around controversial issues and learn to articulate one’s personal position in an atmosphere of positive engagement • Experience and appreciate group dynamics through collaborative learning projects, group discussion, and posting activities