Master of Science in Human Resource Development

This program is designed for the professional who seeks advanced preparation utilizing powerful tools to facilitate sustainable change in diverse organizations. Students examine e-learning tools, build an understanding of adult learning theory and organizational dynamics, combined with research and productivity measurement techniques, to create individual and organizational transformations. Students focus on critical thinking, the theoretical foundations of the field, the application of state of the art instructional design strategies and the use of appropriate assessment techniques to measure program effectiveness, impact, and continuous quality improvement in organizational environments.

**Course Descriptions for Human Development Consumer Science Courses (HDCS):**

- **6300: Quantitative and Statistical Methods in HDCS**
  Cr. 3. (3-0). A survey of statistical and quantitative methods for data analysis applied to human resource development.

**Course Descriptions for Human Resource Development (HRD) courses:**

- **6350: Foundations in Human Resources Development**
  Cr. 3. (3-0). Alternative supporting theories and philosophies that provide perspective for human resources development.

- **6352: Instructional Design for the Training Environment**
  Cr. 3. (3-0). Strategies and techniques for developing instructional programs for performance improvement and training.

- **6353: Methods of Adult Learning**
  Cr. 3. (3-0). Overview of adult learning theories and application of instructional strategies to facilitate adult learning.

- **6354: Facilitating Adult Group Processes**
  Cr. 3. (3-0). Development of skills for facilitating group processes and productivity of traditional and technology enhanced groups.

- **6355: Designing Organizational Learning Interventions**
  Cr. 3. (3-0). Prerequisites: Graduate standing or consent of instructor. Apply behavioral science knowledge and practices to improve individual, group and organizational effectiveness. Students will identify, evaluate and design interventions to move an organization from a current to desired state.

- **6356: Consulting and Professional Practice**
  Cr. 3. (3-0). Negotiating, organizing, proposing solutions and ethical procedures for assessing and delivery of client needs in human resource development.

- **6357: Applications in Research**
  Cr. 3. (3-0). Prerequisites: 24 hours of required graduate coursework or consent of instructor. A capstone course demonstrating the research skills necessary to plan, design, implement and evaluate a performance improvement project.

- **6358: Global Human Resource Development**
  Cr. 3. (3-0). Prerequisites: Graduate standing or consent of instructor. Global human resource development at the macro or micro levels. The course covers models, frameworks and definitions related to GHRD.

- **6359: Trends in Organizational Learning**
  Cr. 3. (3-0). Prerequisites: Graduate standing or consent of instructor. Explores cutting-edge practices and findings in the field of organizational learning. Attention will be given to organization theory, organizational learning, knowledge management, diversity and talent management, and development.

- **6360: Emerging Research in Human Resource Development**
  Cr. 3. (3-0). Prerequisites: Graduate standing in MS in Human Resource Development or consent of instructor. Examine the role of research in HRD, emerging themes on HRD research, and criteria for evaluating research in HRD.

- **6396: Internship in Human Resources Development**
  Cr. 3. (3-0). Prerequisite: Approval of program advisor. Part- or full-time experience in training and development or industry setting.

- **6397: Special Topics in Human Resources Development**
  Cr. 3. (3-0). Prerequisite: Approval of program advisor. Special topics in human resource development.

- **6399: Master's Thesis**
  Cr. 3-6 per semester. (3-0;6-0). May be repeated for credit one time for a total of six semester hours.