Human Resources Development (MA)

This program is offered by the Walker School of Business & Technology. It is available online, at the St. Louis home campus, and at select U.S. campuses. Please see the Campus Locations and Offerings section of this catalog for a list of campuses where this program is offered.

Program Description
The main objective of the human resources development program is to develop professionals in human resources development who have both a broad conceptual understanding of human resources development and a “working knowledge” of a wide range of individual, group and organization development strategies and tactics. This combination will enhance the careers of students already in human resources development, and increase the likelihood that students wanting to enter the field will be productive in their new careers by leveraging this knowledge base. Another objective of the program is to develop knowledge, skills and abilities that are relevant in a wide variety of different human resources development settings and roles. For example, the program should prepare students to work in corporate offices, boutique training firms, or human resources development consulting firms.

The MA in human resources development is accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

Learning Outcomes
- Students will be able to explain the important terminology, facts, concepts, principles, analytic techniques and theories used in the field of human resources development.
- Students will be able to effectively apply important terminology, facts, concepts, principles, analytic techniques and theories in the field of human resources development when analyzing complex factual situations.
- Students will be able to effectively integrate (or synthesize) important facts, concepts, principles and theories in the field of human resources development when developing solutions to multifaceted human resources development problems in complex factual situations.

Program Curriculum
The 36 credit hours required for the master of arts (MA) in human resources development must include the following courses:
- HRDV 5000 Introduction to Human Resources Development (Requisite Course) (3 hours)
- MNGT 5590 Organizational Behavior (3 hours)
- HRDV 5610 Training and Development (3 hours)
- HRDV 5560 Group Development and Change (3 hours)
- HRDV 5630 Organization Development and Change (3 hours)
- HRDV 5700 Career Management (3 hours)
- HRDV 5750 Research and Assessment Methods in Human Resources Development (3 hours)
- HRDV 6000 Integrated Studies in Human Resources Development (3 hours)

In addition, the student chooses elective courses offered in this major and/or from the program curricula of other George Herbert Walker School of Business & Technology majors.

If the requisite course is waived, the student must choose an elective course from this major or from the program curriculum of another George Herbert Walker School of Business & Technology major. Students pursuing dual majors who have the requisite course(s) waived will complete only the remaining required courses for the dual majors.

The 48 credit hours required for the master of business administration (MBA) with an emphasis in human resources development must include the following courses:
- HRDV 5000 Introduction to Human Resources Development (Requisite Course) (3 hours)
- HRDV 5610 Training and Development (3 hours)
- HRDV 5560 Group Development and Change (3 hours)
- HRDV 5630 Organization Development and Change (3 hours)
- HRDV 5700 Career Management (3 hours)
- HRDV 5750 Research and Assessment Methods in Human Resources Development (3 hours)
- HRDV 6000 Integrated Studies in Human Resources Development (3 hours)

If the requisite course is waived, the student must choose an elective course from this major or from the program curriculum of another George Herbert Walker School of Business & Technology major. Students pursuing dual majors who have the requisite course(s) waived will complete only the remaining required courses for the dual majors.

Admission
Students who are interested in applying to this degree program should see the Admission Section of this catalog for general requirements.

Send all admissions materials to:
Office of Admissions
Webster University
470 E. Lockwood Ave.
St. Louis, MO 63119

Advancement to Candidacy
Students are admitted to their graduate program upon completion of all admission requirements. Students are advanced to candidacy status after successfully completing 12 credit hours of graduate credit, with grades of B- or better. In the MBA program and other specialized programs, courses required as prerequisites to the program do not count toward the 12 credit hours required for advancement.