

Course	HRDV 5000 Introduction to Human Resources Development
Term	Fall 1, 2009
Instructor	Name: Dr. Jacky Watson-Jolly, MSW, DM (abd) Phone: 913-962-8009 Email: jwatsonjolly@everestkc.net
Catalog Description	This course introduces the area of human resource development. The objective of the course is to expose students to the breadth of human resource development topics. The primary topics are training and development, career mgmt, and organizational development and change. A wide variety of secondary topics may also be covered in this course, including learning principles, evaluation of human resources, development interventions, employee orientation and socialization, performance mgmt and coaching, diversity and employee counseling.
Prerequisites	None
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will be able to determine HRD needs in organizations. 2. Students will be able to propose HRD programs and solutions for relatively simple organizational problems. 3. Students will be able to illustrate how HRD programs influence multiple stakeholder groups. 4. Students will be able to apply simple criteria to assess the effectiveness of HRD programs in their own organizations. 5. Students will be able to compare textbook descriptions of HRD programs and processes to their own experiences in work organizations. 6. Students will be able to validate the relevance and adequacy of their own organization's HRD programs. 7. Students will be able to interpret the significance of HRD in organizations.
Materials	<p><u>Human Resource Development</u> by WERNER/DESIMONE, Thomson South-Western. MOST RECENT EDITION</p> <p>Text is available at MBS Direct Books at 1-800-325-3252 or</p>

	www.mbsdirect.net Checks and credit cards accepted.
Grading	<p> Chapter presentations 20% Home work weekly assignments 25% Term Paper/presentation 30% Mid term/ final exam 25% </p> <p>The GRADUATE catalog provides these guidelines and grading options:</p> <ul style="list-style-type: none"> • A/A- Superior graduate work • B+/B/B- Satisfactory graduate work • C Work that is barely adequate as graduate-level performance • CR Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses. • F Work that is unsatisfactory • I Incomplete work • ZF An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal. • IP In progress • NR Not reported • W Withdrawn from the course •
Activities	<ul style="list-style-type: none"> • Lecture and discussion • Home work assignments will cover actual student experiences as applied to HRD • Papers/power point presentations • Other activities deemed appropriate by instructor.
Policy Statements: University Policies	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university's published policies. The following policies are of particular interest:</p> <p>Academic Honesty The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university's academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p>

	<p>Special Services If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p> <p>Student Assignments Retained From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p>Contact Hours for this Course It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>		
Course Policies	None		
Weekly Schedule	Week	Assignment	Topics
	1	Read Chapter 1	Introductions and review of course syllabus. Review of course expectations. Discussion: What is HRDV? What are the competencies required of HRDV professionals?
	2	Read Chapter 2	How do you recognize a problem in the workplace and then conduct a literature review to find a solution? What are the influences in employee behavior?
	3	Read Chapters 3-4	Learning Theory and HRDV and assessing HRD needs.
	4	Read Chapters 5-6	Designing, implementing and evaluating HRD programs. Midterm exam

	5	Read Chapters 7-8	Why is employee orientation critical? Skills and technical training.
	6	Read Chapters 9-10	Employee coaching and counseling programs.
	7	Read Chapters 11-12	Career and management development.
	8	Read Chapters 13-14	Organizational development and change. Diversity and culture
	9		Student research presentations. Research paper due. Final exam
Additional Information	None		