

Course	HRDV 5000 59 Introduction to Human Resources Development
Term	Spring 2, 2008, Fort Sam Houston, Texas
Instructor	Name: Ivan L. Smith, MS, CCP, SPHR Phone: 210-599-3458 Email: ivansmith79@webster.edu ivanl.smith@sbcglobal.net
Catalog Description	This course introduces the area of human resources development. The objective of the course is to expose students to the breadth of human resources development topics. The primary topics are training and development, career management, 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 management 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	Title: Human Resource Development , 4th edition Authors: De Simone and Werner. Publisher: South-Western ISBN: 0-324-31978-9

Grading	<ul style="list-style-type: none"> • Examinations.....(Mid Term 30% and Final 30%).....60% • Literature Review.....(Written 5% and Oral 5%).....10% • Synthesis Paper.....25% • Overall Classroom Participation..... 5%
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	Students are expected to fully participate in case study discussions and present literature reviews at designated times.			
Weekly Schedule	Week	Topic	Ch	Exercises
	1	Introduction to human resources development Influences on employee behavior Learning and human resources development	1 2 3	
	2	Learning and human resources development Assessment of human resources development needs	3 4	Student Literature Review Presentations Case Study
	3	Designing effective human resources development programs Implementing human resources development programs	5 6	Student Literature Review Presentations Case Study
	4	Evaluating human resources development programs Skills and technical training	7 9	Student Literature Review Presentations Case Study
	5	Midterm Exam Employee orientation	8	Student Literature Review Presentations Case Study
	6	Performance management and coaching Career management and development	10 12	Student Literature Review Presentations Case Study
	7	Management development Organization development and change	13 14	Student Literature Review Presentations Case Study
	8	Organization development and change <i>Final Exam Review</i> <i>Submission of Synthesis Papers</i>	14	
	9	Course Review Final Exam		