

# HUMAN RESOURCE DEVELOPMENT (HRD)

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## Courses

### **HRD 601 INTRODUCTION TO HUMAN RESOURCES (3)**

Overview of the human resource profession, including emerging trends, professional roles and professional competencies. Prerequisite: Graduate standing in HRD or consent of instructor.

### **HRD 605 APPLIED RESEARCH IN HRD (3)**

Description, analysis and application of research methods for HRD professionals, studied in the context of key business and organizational decision-making processes. Prerequisite: Graduate standing in the HRD program, completion of 6 units in HRD coursework or consent of instructor.

### **HRD 606 ORGANIZATIONAL BEHAVIOR (3)**

Theoretical and applied aspects of organizational behavior through the use of psychological concepts. Individual, group, technological and structural theory are examined in the context of organizational effectiveness. Prerequisite: Graduate standing in the Human Resource Development Program or consent of instructor.

### **HRD 607 MANAGING ORGANIZATIONAL CHANGE (3)**

An interdisciplinary study of workplace changes. Topics to be covered are: international competition, work force demographics, information technology, changing nature of work and the learning organization. Prerequisite: Graduate standing in the Human Resource Development Program or consent of instructor.

### **HRD 627 TRAINING AND DEVELOPMENT (3)**

Study of current trends in training and human resource development applied to various types of organizational environments. Prerequisite: Graduate standing in the Human Resource Development Program or consent of instructor.

### **HRD 629 STAFFING, RECRUITMENT AND SELECTION (3)**

Study of research and application of personnel planning, recruiting and selection practices within organizations. Prerequisites: admission into the HRD program and completion of 6 additional units in HRD coursework or consent of instructor.

### **HRD 630 COMPENSATION AND BENEFITS MANAGEMENT FOR THE HRD PROFESSIONAL (3)**

Designed to acquaint the HRD professional with the fundamental concepts, issues and techniques associated with designing, managing and evaluating compensation and benefits programs so that the HRD professional can contribute more effectively to improving organizational performance. Prerequisites: admission into the HRD general track program and completion of 6 additional units in HRD coursework or consent of instructor.

### **HRD 635 MANAGING EMPLOYEE RELATIONS (3)**

Review of critical U.S. employment laws that define the employment relationship and how to apply those laws to everyday employee relations issues. Covers best practices in the policy development and implementations, investigations, documentations, and managing risk. Emphasizes use of case studies to lean application of law and techniques to "real" employee relation issues. Prerequisites: admission into the HRD program and 6 units in HRD coursework or consent of instructor.

### **HRD 639 HUMAN RESOURCE INFORMATION SYSTEMS (3)**

Assessment, selection, development, implementation, and use of HRIS solutions at the workplace. How to analyze, select, and administer HR software applications. Prepares HR professionals as subject matters resources in HR systems analysis, design, implementation, operation, and use. Does not cover computer programming or software design.

Prerequisites: admission into the HRD general track program and completion of 6 additional units in HRD coursework or consent of instructor.

### **HRD 640 LEADERSHIP THEORY AND PRACTICE (3)**

Theoretical and applied foundation of leadership concepts, principles, practices and competencies; integration of theory and practice to apply various conceptual models of leadership to support management and leadership development within their organizations as well as create and implement their personal development plan. Prerequisites: Graduate standing in Human Resource Development Program or consent of the instructor.

### **HRD 644 GROUP DYNAMICS AND TEAM BUILDING (3)**

Psychological and organizational aspects of group dynamics and work teams. Application of theory to actual terms in workplace. Prerequisite: Graduate standing in the Human Resource Development Program or consent of instructor.

### **HRD 646 ADVANCED TOPICS IN ORGANIZATION DEVELOPMENT: CONFLICT MANAGEMENT AND RESOLUTION (3)**

The nature and effects of conflict in organizations and relationships at the workplace. Making conflict and negotiation productive and constructive. Theories supporting effective conflict management. Strategies and tactics for use and resolution. Practice of conflict resolution, negotiation and mediation methods. Prerequisites: Graduate standing in HRD graduate program or consent of the instructor.

### **HRD 650 EMPLOYEE WELLNESS AND HEALTHY WORKFORCE MANAGEMENT (3)**

Focuses on the theories, principles, practices and effect of wellness programs in the workplace. Emphasizes developing a solid understanding of the concepts and theories related to workplace health, wellness and safety issues in the context of Human Resource Development practices as well as methods for assessing and developing employee wellness programs. Prerequisites: admission into the HRD general track program and completion of 6 additional units in HRD coursework or consent of instructor.

### **HRD 655 TALENT MANAGEMENT AND HUMAN CAPITAL (3)**

Theories and principles of managing key organizational talent in the form of human capital. Emphasizes practices and procedures for assessing, developing and administering human capital talent in organizations. Topics include approaches to strategic human capital management as well as measuring or accounting for organizational talent. Considers roles of human resource management in this process and future directions in talent management. Prerequisites: admission into the HRD general track program and completion of 6 additional units in HRD coursework or consent of instructor.

**HRD 658 MANAGING WORKPLACE DIVERSITY (3)**

Models and methods of managing diversity in the workplace. Issues of managing diversity centering on privilege, oppression, difference, and power, models for managing diversity and inclusion at non-profit and for-profit organizations. Emphasis on student leadership skills through increasing knowledge and understanding of diversity in the workplace and methods for managing diversity. Prerequisites: admission into the HRD graduate program and completion of 6 additional units in HRD coursework or consent of the instructor.

**HRD 660 HUMAN RESOURCES RISK MANAGEMENT AND REVENUE GENERATION (3)**

How the HR function can use entrepreneurial and risk management practices to increase revenue and strengthen an organization's performance. Analysis tools for reducing the chances of loss from hazardous conditions. Ways to create new ventures using various HR assets, to find ways to improve the yield on existing programs and services, and how to reduce needless expenses within the HR function. Prerequisites: admission into the HRD graduate program and completion of 6 additional units in HRD coursework or consent of instructor.

**HRD 665 INTERNATIONAL HUMAN RESOURCES: ISSUES AND APPLICATIONS (3)**

The impact of national and regional culture and globalization on international human resources programs and practices. Models and conceptual frameworks of culture to understand their effects on human resource management and development, organization change, and leadership. Preparation for working in intercultural and global human resources roles. Prerequisites: Graduate standing in the HRD general track program; HRD 605 and completion of 6 additional units in HRD coursework or consent of instructor. Trip abroad mandatory.

**HRD 679 SPECIAL TOPICS IN HUMAN RESOURCE DEVELOPMENT (3)**

Topics vary, according to the instructor. Students may earn no more than 6 units. Prerequisites: admission into the HRD general track program and completion of 6 additional units in HRD coursework or consent of instructor.

**HRD 695 INDEPENDENT STUDY (3)**

Individual and supervised study or project development in selected areas of human resource development. Students may earn no more than 6 units credit. Prerequisites: Graduate standing in the HRD program, 21 units completed HRD course work, or consent of instructor.

**HRD 696 INTERNSHIP IN HUMAN RESOURCE DEVELOPMENT (3)**

Technical and professional level work experience on an internship basis with private or public organization, work to be concerned with issues central to the practice of human resources. May be repeated for a maximum of 6 units. Prerequisites: admission to HRD graduate program, 27 units completed HRD course work, or consent of program director.

**HRD 697 PRACTICUM IN HRD (1-3)**

Supervised field experience in professional and technical human resource projects. For students working full-time in non-HR positions. Prerequisites: admission to HRD Graduate Program and 27 units completed HRD course work, or consent of program director.

**HRD 699 CAPSTONE IN HUMAN RESOURCE DEVELOPMENT (3)**

Applies previous learning to a wide variety of projects and case studies of problems and issues found in the real of human resource development practice. Emphasizes analysis and interventions to improve and change organizational performance. Prerequisites: graduate standing in HRD Graduate Program and completion of 21 units in HRD coursework.