Human Resource and Workforce Development Education (HRWD)

Courses

HRWD 200V. Work Knowledge. 1-19 Hour.
Credit by advanced standing examination for job knowledge as measured by program approved National Occupational Competency Testing Institute (NOCTI) assessments. May be repeated for up to 19 hours of degree credit.

HRWD 3113. Foundations of Human Resource Development. 3 Hours.
Presents the theory and processes associated with human resource development (HRD) used to design and measure interventions in the areas of organization development, personnel training and development, and career development. Students will analyze organizations and study global implications of HRD, and survey topics in human resource management (HRM) that distinguish HRM from HRD. Prerequisite: Students must be admitted to the University of Arkansas and to the HRWD program.

HRWD 3123. Career Development. 3 Hours.
This course introduces the concepts of career development and career theories. Career development in both the private and public sectors will be explored. Students will gain knowledge that should enable them to be effective in developing their careers and those of others.

HRWD 3133. Writing for Human Resource and Workforce Development Professionals. 3 Hours.
This course focuses on the types of formal reports typically prepared by Human Resource Development professionals with an emphasis on preparation, data collection and research, organization, style, format, graphics, and technical descriptions.

HRWD 3213. Organization Development. 3 Hours.
This undergraduate-level course presents the theory and practice of organization development (OD) as a means for performance improvement at various levels, including organization, departmental unit, work group, and individual. The course covers the processes of OD, interventions, theories, and practice of OD life goals.

HRWD 3223. Managing Human Resource Development Programs. 3 Hours.
The basic aim of this course is to equip the students to examine the essential aspects of the theory and practice of managing human resource development programs. Employees require higher level of analytical, problem solving and creative skills. This course aims to help students develop the skills of employee through better understanding of mechanisms for employment equity, transparency, intellectual capital, e-learning, and career development. This course is designed to guide students through an in depth process of identifying, analyzing, and synthesizing elements related to developing, articulating, and implementing an organizational vision, mission, and strategic plan for HRD programs. Prerequisite: Junior standing.

HRWD 3313. Training and Development. 3 Hours.
This course addresses the acquisition of professional skills and strategies associated with creating and maintaining training and development activities in the workplace. It involves a regular class/workshop situation where training and development skills are practiced and encouraged and a work-based situation where skills are tried and implemented as well as assessed.

HRWD 3323. Designing and Developing Human Resource Development Programs. 3 Hours.
Students will learn to design and develop training programs. The focus is on need for training, application of learning principles, writing instructional objectives and plans, designing active training methods, using visual aids, working with groups, and evaluating training. Pre- or Corequisite: HRWD 3113 and HRWD 3313. Prerequisite: Junior standing.

HRWD 3333. Communication in Human Resource and Workforce Development. 3 Hours.
This course offers instruction on types of communication commonly encountered by Human Resource Development professionals. Emphasis is on audience and purpose analysis, topic research, visual aids, and delivery methods. Activities include preparation and delivery of extemporaneous speeches, team communication, communication with clients, and preparation and delivery of training sessions.

HRWD 4113. The Generational Dynamics in the Workplace. 3 Hours.
Focus of study on the concepts of individual and generational differences among employees in the workplace; what they are and how they affect workplace teaching and learning. Prerequisite: Senior standing.

HRWD 4123. Strategic Human Resource Development. 3 Hours.
This course introduces students to the theories and principles of Strategic HRD. Methods of aligning HRD strategy with the business strategy of the organization are discussed. Prerequisite: Junior standing.

HRWD 4133. International Human Resource Development and Cultural Differentiation. 3 Hours.
This course is designed to introduce students to concepts of international HRD and cultural differentiation that must be acknowledged when developing programs for all employees in the workplace. Prerequisite: Senior standing.

HRWD 4213. Workplace Diversity and Human Resource Development. 3 Hours.
Students will study workplace diversity and the role of HRD in implementing workplace diversity strategies and programs. Prerequisite: Senior standing.

HRWD 4223. Professional and Leadership Development. 3 Hours.
Students are introduced to profesional and leadership development theories and principles. Methods and strategies for succession planning, self-development, and change are discussed. Prerequisite: Junior standing.

HRWD 4233. HRD Legal and Ethical Issues. 3 Hours.
This course covers the major employment law facts and concepts used in human resource development. Applications of the key concepts and facts are emphasized in the class. Knowledge of the employment law facts and concepts and their applications at the workplace is vital for the human resource development professional. Prerequisite: Junior standing.

HRWD 4313. Human Resource Development Program and Product Evaluation. 3 Hours.
This course covers the evaluation of HRD programs and products used in the workplace. Students will develop methods of assessing the viability of programs and products to best meet the needs of the organization. Prerequisite: Senior standing.

HRWD 4323. Instructional Technology and Design. 3 Hours.
This course addresses the application of instructional technology and design associated with the needs assessment and design of course materials in human resource development. The emphasis is on the learner in workplace situations. The course will cover the history of the field and its current status. Prerequisite: Junior standing.

HRWD 4333. Human Resource Development Capstone. 3 Hours.
This course will serve as the assessment course for students in the HRWD program. The course work will evaluate all aspects of the HRD curriculum, specifically the three pillars of HRD: career development, organization development, and training and development. Prerequisite: HRWD 3113, HRWD 3213, HRWD 3313 and senior standing.

HRWD 440V. Human Resource Development Practicum/Internship. 1-6 Hour.
The purpose of this course is to apply the HRD theories and best practices studied in the program curriculum with the workplace. May be repeated for up to 12 hours of degree credit.

HRWD 450V. Experiential Learning. 1-19 Hour.
This course is limited to persons qualifying for experiential credit to be applied to the Human Resource Development Concentration only. Credit is awarded for documented experiential or occupational learning based on a standardized format as suggested by the Council for the Advancement of Experiential Learning (CAEL). Credit for certain occupational training or professional certifications may also be earned using the American Council on Education (ACE) guidelines. May be repeated for up to 19 hours of degree credit.

HRWD 5113. Foundations of Human Resource & Workforce Development. 3 Hours.
An overview of human resource and workforce development (HRWD) in organizations. Focus on the integration of training and development, career development, and organization development. Topics include strategic planning for human resource and workforce development, needs assessment, program development, application of workplace learning theories, career development theories and methods, and application of organization learning theories.

HRWD 5123. Career Transitions. 3 Hours.
This advanced level course is intended for career development professionals and/or subject-matter experts interested in improving their career development skills within a structured or unstructured learning environment. The emphasis in this course is on gaining career development techniques and planning formal and informal career development strategies for the individual or the organization.

HRWD 5133. HRWD Diversity Issues. 3 Hours.
This course emphasis is on current trends and case studies of diversity in the workplace. Prerequisite: Graduate standing.

HRWD 5213. Organizational Analysis. 3 Hours.
This course introduces the analysis process in organizations. The instruction and activities will enable students to develop skills in conducting organizational needs analysis (OA) as a basis for performance improvement in the workplace.

HRWD 5223. Strategic Human Resource and Workforce Development Education. 3 Hours.
A comprehensive examination of the issues, topics, principles, theories, philosophies and concepts facing tomorrow's HRD professionals. Includes the transformation of strategic HRD; the role of strategic HRD leaders as change agents; the principles of strategic HRD; professional practice do mains of strategic HRD; organizational learning, performance, and change; and analysis, design, and evaluation of HPI interventions. Students will identify practices for informing decisions related to the formation of strategic HRD planning and implementation efforts.

HRWD 5233. HRWD Employment, Legal, and Ethical Issues. 3 Hours.
This course focuses on employment, legal and ethical issues within the workplace. Students will gain knowledge that should enable them to be effective in understanding current employment concerns, equal employment opportunity (EEO) laws, and ethical practices within the workplace and how these employment concerns, laws, and practices impact society.

HRWD 5313. Facilitating Learning in the Workplace. 3 Hours.
Facilitation of learning and performance improvement in the workplace. Application of instructional methods, formal and informal learning strategies, coaching, team building, and formal and informal on-the-job learning tactics. Focus on facilitating individual and group learning to affect organizational change.

HRWD 5323. International HRWD. 3 Hours.
Exploration of how globalization and culture affect the workplace and the human resource development profession. Difference between global HRD and HRD practiced in a single country. Impact of culture on every aspect of HRD implementation and practice. Examination of HRD practices in different regions of the world.

HRWD 5333. HRWD Technological Resources. 3 Hours.
This course provides students with the tools and abilities to evaluate and understand technology resources used in HRWD. Primary course elements are instructional design characteristics of technology, theoretical and practical uses of technology resources to facilitate and manage learning, and selecting the best or most appropriate technological resources. The course uses online technologies and learning experiences.

HRWD 5433. HRWD Capstone. 3 Hours.
This course is the final course for the degree in Human Resource and Workforce Development. Students will be assessed on their overall knowledge and understanding of the field. The focus of this course will be research and analysis of classic works and current trends. Pre- or Corequisite: 27 MED credit hours completed.

HRWD 571V. Independent Study. 1-3 Hour.
Independent study. May be repeated for up to 3 hours of degree credit.

HRWD 572V. Workshop. 1-3 Hour.
Workshop.Prerequisite: Advanced graduate standing. May be repeated for up to 3 hours of degree credit.

HRWD 573V. Experiential Learning. 1-18 Hour.
This course is designed for the student to attain paid or unpaid experiential development. May be repeated for up to 18 hours of degree credit.

HRWD 6313. Project and Program Evaluation. 3 Hours.
This course is a doctoral level course designed as an introduction to project and program evaluation in human resource and workforce development. Emphasis is on (a) project design and development, (b) program development and improvement, and (c) the integration of evaluation with strategic planning and performance improvement.

HRWD 6323. Qualitative Research Design and Analysis. 3 Hours.
This course is designed to introduce HRWD students to qualitative research design, data collection and data analysis. Course content includes data collection through interviews, field observation, records research, ethical issues associated with conducting research in organizational settings, and internal and external validity problems. Prerequisite: ESRM 5013 and ESRM 6403.

HRWD 6333. Quantitative Research Design and Analysis. 3 Hours.
This course provides HRWD students with the tools and abilities to design and implement an original research project using quantitative measures. Primary course elements are research design application, theoretical settings of research, and nesting research within an appropriate literature base. The course uses online technologies and on-campus learning experiences. Prerequisite: ESRM 5013 and ESRM 6403.

HRWD 6343. Principles and Techniques of Research in HRWD. 3 Hours.
This course addresses the principles and techniques underlying organizational research, both experimental and non-experimental. It covers the basic philosophy of science and research methods and gives attention to the practical problems of design, data collection sampling, and data analysis. Prerequisite: ESRM 5013 and ESRM 6403.

HRWD 6413. Career Theory and Decision Making. 3 Hours.
This course focuses on comprehensive understanding of career theory and decision making to enhance career development that emphasizes technology, cross-cultural issues, practical application, and the global economy. Career development in both the private and public sectors will be explored. Students will gain knowledge that should enable them to be effective in developing their careers and those of others using multicultural considerations and a global perspective.

HRWD 6423. Practicum. 3 Hours.
Practicum is designed to allow doctoral students in workforce development education an opportunity to apply the theoretical knowledge, skills and abilities to training, teaching, or research projects. May be repeated for up to 6 hours of degree credit.

HRWD 6513. Organization Development. 3 Hours.
This course teaches development of organization activities that intervene in the interaction of people systems to increase the effectiveness of using a variety of applied behavioral sciences. It includes the dynamics of organizations, the genesis of organizational theory and evolution of organizational dynamics, including examination of system structure, chaos theory, group dynamics and interaction, leadership theories, diversity issues impacting organizations, and techniques of change agent intervention.

HRWD 6523. Leadership Models and Concepts. 3 Hours.
This doctoral course concentrates on using commonly accepted principles of leadership to develop skills needed in workforce development education settings.

HRWD 6533. HRWD Ethical and Legal Issues. 3 Hours.
Focuses on ethical and legal issues within the workplace and behavioral science research. Students gain knowledge that should enable them to be effective in understanding ethical and legal issues within their workplace and how they can impact society.

HRWD 6613. Learning and Teaching Theories. 3 Hours.
Models and philosophies of important theorists in the field of teaching and learning.

HRWD 6633. Technology Systems in Human Resource and Workforce Development. 3 Hours.
This course provides students with the tools and abilities to evaluate and understand technology systems in HRWD. Primary course elements are instructional design characteristics of technology systems, theoretical and practical settings that use technology systems to facilitate and manage learning, and selecting the best or most appropriate system for organizational use. The course uses online technologies and learning experiences.

HRWD 6643. History and Foundations of HRWD. 3 Hours.
This course focuses on the history of human resource development as a practice and a profession. Particular emphasis in this course is placed on the influence of philosophy on developing HRD theory and practice. As students progress through this course they can expect to gain greater understanding of how HRD developed as a profession, the historical root of its theory and practice, and an understanding of how to evaluate the philosophical assumptions of current HRD theory and practice.

HRWD 6713. HRWD Curriculum Design. 3 Hours.
Determining principles of curriculum development, implementation, and evaluation with emphasis in human resource development education.

HRWD 6723. Entrepreneurial Development. 3 Hours.
An advanced graduate-level course examining the history, economics, theory and practice of developing Entrepreneurial enterprises. This course presents an overview of the business and organizational systems with which an entrepreneur should be familiar.

HRWD 700V. Doctoral Dissertation. 1-18 Hour.
Doctoral Dissertation. Prerequisite: Candidacy. May be repeated for degree credit.