Human Resource Development refers to three key areas of employee and organizational development: training and development, change management, and performance management. This course explores the methods of identifying training needs, designing and implementing successful training programs, and evaluating organizational training systems. Also, this course covers the process of planning and implementing interventions to create interpersonal, group, inter-group, or organization-wide change. Individual employee, functional, and organizational performance systems will also be addressed. Prerequisite: MGMT 361.

Prerequisite(s)/Corequisite(s): MGMT 361.

Text(s): Most current edition of the following:


Course Objectives:

- To understand and be able to define human resource development.
- Be able to describe how human resource development can be linked to the goals and strategies of the organization.

Measurable Learning Outcomes:

- Identify the major phases of the training and development process (ADDIE Model).
- Define performance management and explain the need for effective performance management systems.
- Discuss the basic theories and concepts of organizational development and change and define the roles of the change agent, manager, and employee in developing intervention strategies.

Topical Outline (major areas of coverage):

- Introduction to Human Resource Development
- Influences on Employee Behavior
- Learning and Human Resource Development
- Assessment of Human Resource Needs
- Designing Effective Human Resource Development Programs
- Implementing Human Resource Programs
- Evaluating Human Resource Development Programs
- Employee Orientation
Skills and Technical Training
Performance Management and Coaching
Employee Counseling Services
Career Management and Development
Management Development
Organization Development and Change

Recommended maximum class size for this course: 25

Library Resources: Online databases are available at http://www.ccis.edu/offices/library/resources.asp. You may access them from off-campus using your eServices login and password when prompted.

Prepared by: J. Gay Albright
Date: March 8, 2006

NOTE: The intention of the master syllabus is to provide an outline of the contents of this course, as specified by the faculty of Columbia College, regardless of who teaches the course, when it is taught or where it is taught. Faculty members teaching this course for Columbia College are expected to facilitate learning pursuant to the course objectives and cover the subjects listed in the topical outline. However, instructors are also encouraged to cover additional topics of interest so long as those topics are relevant to the course’s subject. The master syllabus is, therefore, prescriptive in nature but also allows for a diversity of individual approaches to course material.

Office of Academic Affairs
12/04