

Office of Academic Affairs
Tarleton State University
Date Prepared: 12/1/08
Dates Revised:

Master Course Syllabus Outline

Department: Management, Marketing and Administrative Systems
Course Prefix/Number: HRM 503
Course Title: Human Resource Development
Master Syllabus Approved by Department on: 12/1/08

- I. Catalog Description: Focuses on the management of human resources development training programs. Examines management issues, identifying and responding to training needs, cost/benefit analysis, four-phase evaluation and the selection and development of training staff.
- II. Prerequisites: HRM 501 or approval of the instructor.
- III. Expanded Course Description: The objective of this course is for each student to be able to know, comprehend, apply, analyze, synthesize and evaluate strategies and methods used by organizations for the optimal development of their members. A practical approach utilizing methods used by training and organization development specialists in the workplace will be the focus of the course. Course serves as a required course for MS-HRM majors. The course will also serve other graduate COBA majors needing or desiring the course. This course would be a good graduate elective for any graduate student desiring a better understanding of the functions of training and development in public and private organizations.
- IV. Intended Student Outcomes: (Must include outcomes of knowledge and skills, and may also include behavioral).

At the conclusion of the course the student will be able to:

- Define various terms in Human Resource Development including HRD, HRM, motivation, KSAO's, learning, and transfer of training.
- Identify and explain the major HRD functions including analysis, design, development, implementation, and evaluation.
- Identify factors that influence employee behavior.
- Discuss and apply adult learning theory.
- Describe learning styles and incorporate activities into training in response to those styles.
- Conduct a needs analysis, person analysis, organizational analysis, and task analysis.
- Write training objectives.
- Prepare materials and schedules for a training session.

- Discuss the use of technology in the classroom.
 - Calculate an ROI for a training session.
 - Propose HRD programs and solutions to address organizational problems.
- V. Unless otherwise stipulated in this master syllabus by the department, the following items are subject to faculty discretion as described in each faculty member's individual course outline/syllabus:
- a) Course Requirements
 - b) Required Text(s)
 - c) Bibliography
- VI. Academic Honesty: Cheating, plagiarism (submitting another person's materials or ideas as one's own), or doing work for another person who will receive academic credit are all-impermissible. This includes the use of unauthorized books, notebooks, or other sources in order to secure or give help during an examination, the unauthorized copying of examinations, assignments, reports, or term papers, or the presentation of unacknowledged material as if it were the student's own work. Disciplinary action may be taken beyond the academic discipline administered by the faculty member who teaches the course in which the cheating took place.
- VII. Students With Disabilities Policy: It is the policy of Tarleton State University to comply with the Americans with Disabilities Act (ADA) and other federal, state, and local laws relative to the provision of disability services. Students with disabilities attending Tarleton State University may contact the Office of Disability Services at (254) 968-9478 to request appropriate accommodation. Furthermore, formal accommodation requests cannot be made until the student has been officially admitted to Tarleton State University.

Department Head Signature/Date:

Signature

____/____/____
Date