

HUMAN RESOURCE DEVELOPMENT (CLHR)

CLHR 200 FOUNDATIONS OF HUMAN RESOURCE DEVELOPMENT (3 Hours)

This course provides an overview of the discipline and field of human resource development. The course will focus on how individuals and groups learn and interact within organizations. Topics will include strategic planning for human resource development, needs assessment, program development, application of workplace learning theories, career development theories and methods, and application of organizational learning theories.

CLHR 215 DESIGN, DELIVERY, & FACILITATION OF TRAINING (3 Hours)

This course provides theoretical and applied introduction to the analysis, design, development, implementation, and evaluation of training for adults in organizations. Students will create a learning community to safely explore the theoretical and practical issues of adult learning research and theory.

CLHR 220 TRAINING, DEVELOPMENT, & COMMUNICATION (3 Hours)

This course is designed to teach perspective trainers the importance of effective communication skills at every level of the training process. From assessing the audience's needs to developing and marking the training session, students will hone their communication skills and apply those skills to produce the types of documents required in an effective training program.

CLHR 310 MANAGEMENT & ADMINISTRATION OF THE TRAINING FUNCTION (3 Hours)

This course addresses the principles and processes necessary to effectively manage and coordinate the training function in business and industry. Topics include strategic planning of the training function, responsibilities and tasks of managing training, analyzing training problems, managing training projects, facilities planning, legal and ethical considerations in training, budget and trends in the training and development field.

CLHR 320 ISSUES IN HUMAN RESOURCE DEVELOPMENT: CONFLICT RESOLUTION & NEGOTIATION (3 Hours)

Students will learn conflict resolution skills for managing and resolving conflict in the workplace. Emphasis will be placed on alternate dispute resolution methodologies, including mediation and negotiation strategies. An extensive use of case studies as they relate to conflict resolution among peers, subordinates, and superiors will be examined. A special project will include the design and implementation of an Alternative Dispute Resolution (ADR) program for an organization.

CLHR 330 ETHICAL PROCESSES IN THE WORKFORCE (3 Hours)

This course will address the linkage between outcomes and instruction both in theory and in practice. Students will be given hands-on experience of designing micro-learning systems involving the synthesis of systematic thinking and design actions. The course will also discuss technology integration research, and effective planning and selecting appropriate technologies to improve instruction and learning design.

CLHR 415 PROGRAM PLANNING & DEVELOPMENT IN CONTINUING EDUCATION (3 Hours)

This course will examine methods for establishing a productive continuing education/lifelong learning program. The principles and procedures involved in designing, organizing, operating and evaluating comprehensive continuing education and training programs will be explored. An emphasis will be placed upon the role and responsibilities of the program manager or director.

CLHR 425 ASSESSMENT & ANALYSIS OF TRAINING NEEDS (3 Hours)

This course is designed to provide students with an opportunity to effectively plan, develop, and implement training for organizations. The course will allow students to determine the training needs of an organization, develop the training design, implement, and evaluate training material.

CLHR 450 HUMAN RESOURCE DEVELOPMENT SEMINAR (3 Hours)

This seminar is designed for students to examine critical issues in the area of human resource development using various research methodologies. Students will be able to evaluate how research has been used to study those critical issues.