

## MS in Leadership & Human Resource Development with a concentration in Workforce Development

### Curriculum and Course Rotation

The MS in LHRD with a concentration in Workforce Development requires 10 core courses and 2 electives (36 credits). Use the table below to plan your schedule and track your progress.

Course Offered		Course Number	Course Title	Course Completed
On Campus	Web Based			
	First Fall	LHRD 7001	Principles of Workforce Development	
	Second Fall	LHRD 7171	Instructional Design for Human Resource Development	
Fall	First Summer	LHRD 7571	Performance and Needs Analysis in Human Resource Development	
Fall	First Spring/ Second Summer	LHRD 7900	Applied Research Methods and Analysis	
Fall	Second Spring	LHRD 7910	Human Resource Analytics	
	Second Spring	LHRD 7005	Workforce Planning and Analysis	
Spring		LHRD 7110	Team & Group Dynamics	
	First Spring	LHRD 7271	Leading Learning in Human Resource Development	
Spring	First Summer	LHRD 7577	Training and Development in Organizations	
Spring	Second Summer	LHRD 7602	Program Evaluation Design	
		Elective #1		
		Elective #2		

**Please note:** Programs for master’s degrees must be completed within five years from entrance into a degree program.

### Course Descriptions

LHRD 7001 – Principles of Workforce Development (3 credits)

Principles of workforce education and development programs conducted by business, industry, government and educational institutions at all levels; relationships to adult education, career/technical education, human resource development, career development, general education and society.

LHRD 7171 – Instructional Design for Human Resource Development (3 credits)

Comprehensive introduction to theory, principles, research, and practices of instructional systems design (ISD) in human resource education (HRD) and training.

LHRD 7571 – Performance and Needs Analysis in Human Resource Development (3 credits)

Theory and principles used in the analysis of performance problems in organizations; emphasis on application of performance theory and use of tools and techniques for analyzing organizational, process, and individual level performance problems.

LHRD 7900 – Applied Research Methods and Analysis (3 credits)

An experiential introduction to the applied research process in organizations including the conceptualization of applied research, designing studies, analyzing data, and reporting results to stakeholders.

LHRD 7910 – Human Resource Analytics (3 credits)

Human resource and organizational behavior issues will be examined through the lens of measurement, analysis, and financial impact for the organization.

LHRD 7005 – Workforce Planning and Analysis (3 credits)

Examines the process of workforce planning on a macro-level to develop students' understanding of workforce planning models, the planning process, and the capability to carry out workforce planning and analysis to meet clients' needs.

LHRD 7110 – Team & Group Dynamics (3 credits)

Survey of team and work group dynamics.

LHRD 7271 – Leading Learning in Human Resource Development (3 credits)

Principles, research, and practices of facilitation learning in human resource development (HRD) including facilitation skills for traditional classroom training, as well as informal work-based learning strategies.

LHRD 7577 – Training and Development in Organizations (3 credits)

Survey of training and development functions in modern organizations. Particular focus is given to learning theory and strategies, program design, and evaluation in applied (field) settings. A multidisciplinary perspective is encouraged.

LHRD 7602 – Program Evaluation Design (3 credits)

Systemic application of social research procedures for evaluating the conceptualization, design, implementation and utility of human resource and organization development programs.