

## **HUMAN RESOURCE DEVELOPMENT SPECIALIZATION**

LDR 9410 - Principles and Theories of Organizational Engineering in Human Resource Development (6 credits)

Organizational engineering is a domain of knowledge that deals with understanding, measuring, and predicting and guiding the behavior of groups and individuals that produce positive results and achieve desired goals.

LDR 9420 - The Strategic HRD Leader: Developing Global Competence (6 Credit)

The HRD leader is ideally positioned to assume the strategic, operational, and tactical leadership critical for success in the 21st century. This course provides an overview of HRD management concepts and strategies necessary for competence. This includes learning about major trends that will affect our workplaces well into the future, e.g., globalization, developing and retaining knowledge capital, team building, cross-cultural competence, managing change, systems thinking and accountability.

LDR 9430 - Advanced Study: Ideas, Issues and Practices in HRD

This is a seminar course that includes a menu of topics and issues in HRD that students will select for further study, contingent upon faculty approval. Students are expected to synthesize and integrate the learning experiences in HRD and to evaluate research and current topics relative to the field. Topics for consideration: cross cultural diversity, on-demand training, creativity and innovation, ethics and values.