HRD 3301 Introduction to Human Resource Development & Performance Management Systems

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Course Description:
This course provides an overview of human resource development to include training, organizational development, career development and performance management techniques.

Textbook:
Werner, J. M. (2022). Human Resource Development: Talent Development. Boston, MA: Cengage Learning. 8th edition

https://www.cengage.com/c/human-resource-development-talent-development-8e-werner/9780357512524PF/

Goldratt, E. M., Cox J. (2004). The Goal: A Process of Ongoing Improvement. Publisher: North River Press; ISBN-10: 0884271951 ISBN-13: 978-0884271956

Office Hours
by Appointment

Course Objectives:
At the end of this course, participants will be able to:
1. Clearly articulate what human resource development is as demonstrated by receiving a score of 70% or better on the "What is HRD ?" reflection paper.
2. Describe the nature, purpose and responsibilities of a Human Resource Development professional.
3. Demonstrate awareness of HRD related jobs and how their functions affect financial and non-financial work results as demonstrated with a score of 70% or better on the "HRD interview" assignment.
4. Recognize the interrelationships among the driving forces that connect seemingly isolated incidents within the organization. Also taking a holistic view of performance problems in order to find the root causes as demonstrated by scoring at or above 70% on the systems thinking quiz.
5. Articulate the process of improving performance within an organization.
6. Describe and discuss the factors which impact performance.
7. Examine case studies and discuss strengths and weaknesses of performance improvement strategies.

Course Calendar

Module	Dates	Due Dates for Each Assignment Type			
		Module Topics	**Reading Assignment**	**Quizzes**	**Assignments**
1	May 13- 27	**Student Introductions**	Course Syllabus	Syllabus Quiz **May 13- 20**	Student Introductions **May 20**
2	May 13- June 10	Foundations of HRD	Text Chapters 1 – 3 The Goal Ch 1 - 7	Quiz #1 **May 31-June 4**	HRD Reflection paper **Due June 10**
3	June 3 – July 1	Framework for HRD	Text Chapters 4 – 7 The Goal Ch 8 - 12	Quiz #2 **June 21-25**	"The Goal" Assignment #1 **Due July 1**
4	June 24 – July 22	HRD Applications 1	Text Chapters 8 – 11 The Goal Ch 13 - 27	Quiz #3 **July 12-16**	HRD Interview Paper **Due July 22**
5	July 17 – Aug 9	HRD Applications 2	Text Chapters 12 – 15 The Goal Ch 28 - 40	Quiz #4 **Aug. 2-6**	"The Goal" Assignment #2 **Due July 29**

Other dates: Census date – May 28
Last day to withdraw – July 12

Course Requirements:

Quiz #1	10%
HRD Reflection paper	25%
Quiz #2	10%
Quiz #3	10%
Quiz #4	10%
HRD Interview	25%
The Goal - Assignments	10% - (5% each)

There will be a 10% per week period penalty for all late work. All assignments will be submitted in Canvas.

Artificial Intelligence (AI)

AI is an important tool in our lives today, however, it is not a substitute for your independent thought and should not be used to write papers. While AI tools can support your learning journey, they should not be utilized to generate or complete assignments. AI screening tools and plagiarism checkers will be utilized in this class to uphold academic honesty.

Assignments

See the assignments section of Canvas for assignment details. All Quizzes and assignments will be submitted or taken on Canvas.

HRD Reflection paper

 Write a 2-5 page (750-1500 words) paper answering the following questions.
> 1. What is your preferred definition of HRD? *Use the resources provided as a guide, but don't feel limited to my resources only. Be sure to only scholarly resources.*
> 2. Why do you favor that definition?
> 3. What are the advantages and disadvantages of a learning-based definition (Watkins) vs. a performance-based perspective (Swanson) vs. a more theoretical definition (Wang et.al.)?

HRD Interview/ Presentation

You will be required to interview an HRD professional and write a brief paper (3-5 pages; 1000-1500 words)

The Goal Assignments -– This grade is based upon answering questions over the assigned chapters in the book, *The Goal: A Process of Ongoing Improvement.*

Quizzes

There will be four quizzes in this class. The exams will be taken in Canvas and will be available from 8:00 AM until 10:00 PM on scheduled days.

University Honor Code
I embrace honor and integrity. Therefore, I choose not to lie, cheat, or steal, nor to accept the actions of those who do.

University Policies, Information and Student Resources
These can be found in the "Getting Started" section of this Canvas course.
Academic Dishonesty Statement

"Academic dishonesty, such as unauthorized collusion, plagiarism and cheating, as outlined in the Handbook of Operating Procedures, University of Texas at Tyler, will not be tolerated. University regulations require the instructor to report all suspected cases of academic dishonesty to the Dean of Students for disciplinary action. In the event disciplinary measures are imposed on the student, it becomes part of the students' official school records. Also, please note that the handbook obligates you to report all observed cases of academic dishonesty to the instructor

Additional References
Laird, D. (2003). Approaches to training and development; Third Edition. Cambridge. Perseus Printing.

Diessner, R. and Tiegs, J. (2001) Sources: Notable Selections in Human Development. Second Edition. Guilford, CT: Dushkin/McGraw-Hill.

Gardiner, H.W., Mutter, J.D., & Kosmitzki, C. (2nd edition, 2002). Lives Across Cultures: Cross-Cultural Human Development. Boston: Allyn and Bacon.

Gilley, J.W., Eggland, S.A.& Gilley, A.M.. (2002). Principles of Human Resource Development; Second Edition. Cambridge. Perseus Printing.

Muller, W. (1996) How, Then, Shall We Live? New York: Bantam.

Swanson, R.A. (3rd edition, 2022). Foundations of Human Resource Development. San Francisco, CA: Berrett-Koehler. ISBN: 1523092092

Swanson, R. & Holton, E. (2001). Foundations of Human Resource Development. San Francisco, CA: Berrett-Koehler. ISBN: 1576750752

Brinkerhoff, R.O. & Gill, S.J. (1994). *The Learning Alliance*. San Francisco: Jossey-Bass.

Wilson, A. and Hayes, E. (Eds.) (2000). *Handbook of Adult and Continuing Education,* San Francisco, CA: Jossey-Bass. ISBN 0-7879-4998-1

Merriam, S. and Brockett, R. (1997). *The profession and practice of adult education: An introduction.* San Francisco, CA: Jossey-Bass. ISBN 0-7879-0290-X

Noe, R. A. (1999). *Employee Training & Development.* Boston: Irwin/McGraw- Hill.

Stewart, G.L., Manz, C.C. & Sims, H.P. (1999). *Team Work and Group   Dynamics*. New York: Wiley & Sons.

Ferrell, O. & Hirt, G. (2003). Business: A Changing World w/PowerWeb & Enhanced Quiz. Boston, MA: Irwin McGraw Hill, Inc. ISBN: 0072936304

Weinberger, Lisa A. "Commonly Held Theories of Human Resource Development." *Human Resource Development International.* 1998.

Werner, J., & Desimone, R. (2008). *Human Resource Development*. Mason, OH: South-Western College Pub.

Wilson, J. (2005). *Human Resource Development: Learning and Training for Individuals and Organizations*. London: Kogan Page.

Yorks, L. (2004). *Strategic Human Resource Development*. Mason, OH: South-Western College Pub.