

EDUCATIONAL ADMINISTRATION (EDAD)

EDAD 421 Foundations of Human Resource Development

Crosslisted with: EDAD 821

Description: Lays the foundation for further study of Human Resource Development (HRD) by examining the knowledge of HRD professionals, the roles they play, and the organizational settings in which HRD occurs. The design and development of education and training programs, how change occurs in organizations, how career development can optimize the match between individual and organizational goals and needs, and how to improve performance in organizations by analyzing performance opportunities and designing employee training to address these opportunities.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Format: LEC

Prerequisite for: EDAD 909

EDAD 422 Instructional Design in Human Resource Development

Crosslisted with: EDAD 822

Description: Examines the role of instruction for enhancing human learning and performance in organizations. The analysis of performance problems/opportunities and design of interventions for learning and performance improvement. The essential components of instruction, selecting instructional methods and media to achieve program objectives, the transfer of learning, and evaluating the effectiveness of instruction. The performance enhancing potential of systematically linking needs analysis, instructional design, and program evaluation.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Format: LEC

Prerequisite for: EDAD 909