

Masters Degree in Human Resource Development Program Objectives and Outcomes

OBJECTIVE # 1: Demonstrate mastery of technical skills including analyzing, designing, developing, implementing, and evaluating organizational performance improvement initiatives.

- analyze organizational performance improvement initiatives
- design organizational performance improvement initiatives
- develop organizational performance improvement initiatives
- implement organizational performance improvement initiatives
- evaluate organizational performance improvement initiatives

OBJECTIVE # 2: Communicate effectively.

- interact with others in a way that gives them confidence in one's intentions and those of the organization
- provide clear, concise, and compelling information orally
- provide clear, concise, and compelling written information
- establish collaborative relationships across a broad range of people and groups

OBJECTIVE # 3: Demonstrate professional, ethical, and socially responsible behavior. model socially responsible behavior in their work environment.

- evaluate the ethical dimension of performance improvement initiatives in organizational workplaces
- exhibit professional behavior in their work environment
- display ethical behavior in their work environment

OBJECTIVE # 4: Demonstrate appreciation for diversity and inclusion and a knowledge of contemporary professional, societal and global issues.

- exhibit awareness of the benefits of diverse and inclusive organizational environments
- demonstrate knowledge of contemporary professional issues.
- recognize current social issues.
- identify global organizational issues

OBJECTIVE # 5: Engage in lifelong learning and professional development.

- engage in lifelong learning activities.
- participate in professional development opportunities.

OBJECTIVE # 6: Demonstrate ability to design a research project, collect and analyze data, and communicate the findings in a report.

- justify a rationale and write a problem statement
- write a literature review
- design the appropriate research methodology (qualitative and/or quantitative)
- collect data
- analyze data using either qualitative or quantitative methods
- discuss findings
- make conclusions

- write a final report

OBJECTIVE # 7: Demonstrate leadership qualities in Human Resource Development in industry or government.

- identify leadership styles
- examine their own leadership strengths and weaknesses
- develop their leadership capabilities