Note:

Course content may be changed, term to term, without notice. The information below is provided as a guide for course selection and is not binding in any form, and should <u>not</u> be used to purchase course materials.

COURSE SYLLABUS

BUSI 444

HUMAN RESOURCE DEVELOPMENT

COURSE DESCRIPTION

This course focuses on the design, implementation, and management of employee orientation, career development, and training programs. Human resource development issues examined include strategic training, needs assessment, theories, program design, evaluation, and training methods as well as career management.

RATIONALE

Organizational performance, competitiveness, individual career development, and changing work designs and technologies are positively impacted by effective training and development programs. It is critical that managers, trainers, and human resource experts possess the skills necessary to develop training programs that meet the individual needs of the employees. In today's workplace, individuals are seeking innovative methods to accomplish day-to-day tasks and desire to learn new skills to become or remain employable. Meanwhile, organizations must be prepared to provide this training to meet the changing demands of the workforce.

I.   PREREQUISITE

For information regarding prerequisites for this course, please refer to the Academic Course Catalog.

II.   REQUIRED RESOURCE PURCHASE

Click on the following link to view the required resource(s) for the term in which you are registered: http://bookstore.mbsdirect.net/liberty.htm

III.   ADDITIONAL MATERIALS FOR LEARNING

    A.   Computer with basic audio/video output equipment

    B.   Internet access (broadband recommended)

    C.   Blackboard recommended browsers

    D.   Microsoft Office

IV.   MEASURABLE LEARNING OUTCOMES

Upon successful completion of this course, the student will be able to:

    A.   Determine the impact that various organizational training approaches have on employee behavior and performance through research of case studies.

B. Compare and contrast the advantages and disadvantages of various designs of Human Resources Development programs.

C. Examine the strengths and weaknesses of organizational development models.

D. Evaluate training programs to meet the identified individual and organizational training needs.

E. Integrate biblical principles within the field of human resource development.

V. **COURSE REQUIREMENTS AND ASSIGNMENTS**

A. Textbook readings and lecture presentations

B. Course Requirements Checklist

After reading the Syllabus and Student Expectations, the student will complete the related checklist found in Module/Week 1.

C. Discussion Board Forums (3)

The student is required to provide a thread in response to the provided prompt for each forum. Each thread must be 400–500 words and demonstrate course-related knowledge. In addition to the thread, the student is required to reply to 1 other classmate's thread. Each reply must be 250–350 words.

D. Training Topic Selection

The student will write a brief statement in current APA that lays the foundation of a training idea that will be developed in the course.

E. Case Studies (3)

The student will complete 3 case studies in current APA format, answering various questions about the assigned cases. The answers to each Case Study must be 3–5 pages and, in addition to the course textbooks, the student must include 2 scholarly references that have been published within the past 5 years.

F. Training Project

The student will develop a training project in current APA based on his or her previous topic selection. The project will consist of a 1–2-page Detailed Lesson Plan Document and a 5–7-page paper. The project must include at least 5 scholarly references in addition to the course textbooks.

G. Biblical Integration Essay

The student will write a minimum 500-word essay in current APA format that briefly describes how the Bible is related to the topics covered in the course. An integration of the Bible must be explicitly shown in relation to a course topic. The essay must include references to the course textbooks.

H. Reading Quizzes (3)

Each quiz will cover specific Reading & Study material. Each quiz will be open-book/open-notes, contain 10 multiple-choice and true/false questions, and have a 15-minute time limit.

VI. **COURSE GRADING AND POLICIES**

A. Points

Course Requirements Checklist		10
Discussion Board Forums (3 at 100 pts ea)		300
Training Topic Selection		25
Case Studies (3 at 125 pts ea)		375
Training Project		200
Biblical Integration Essay		40
Reading Quiz 1	(Modules 1–3)	20
Reading Quiz 2	(Modules 4–5)	20
Reading Quiz 3	(Modules 6–8)	20
	Total	1010

B. Scale

A = 900–1010 B = 800–899 C = 700–799 D = 600–699 F = 0–599

C. Disability Assistance

Students with a documented disability may contact Liberty University Online's Office of Disability Academic Support (ODAS) at LUOODAS@liberty.edu to make arrangements for academic accommodations. Further information can be found at www.liberty.edu/disabilitysupport.

BUSI 444

MODULE/ WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Noe: ch. 1 1 presentation	Course Requirements Checklist Class Introductions DB Forum 1	10 0 100
2	Nkomo et al.: pp. 161–163 Noe: ch. 2 1 presentation	Training Topic Selection Case Study 1	25 125
3	Noe: chs. 3–4 1 presentation	DB Forum 2 Reading Quiz 1	100 20
4	Nkomo et al.: pp. 159–160 Noe: ch. 5 1 presentation	Case Study 2	125
5	Noe: ch. 6 1 presentation	DB Forum 3 Reading Quiz 2	100 20
6	Noe: chs. 7–8 1 presentation	Training Project	200
7	Nkomo et al.: pp. 157–158 Noe: ch. 9 1 presentation	Case Study 3	125
8	Noe: chs. 10–11 1 presentation	Biblical Integration Essay Reading Quiz 3	40 20
		TOTAL	1010

DB = Discussion Board

NOTE: Each course week (except Module/Week 1) begins on Tuesday morning at 12:00 a.m. (ET) and ends on Monday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on Friday.