

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 not be used to purchase course materials.

COURSE SYLLABUS

BUSI 644

HUMAN RESOURCE DEVELOPMENT

COURSE DESCRIPTION

This course integrates theory with a practical approach to the topic of human resources development (HRD) with a focus on the design, implementation, and management of employee orientation, training, and career development programs. A comprehensive view of the concepts, processes, and philosophies of training and development is presented in this course. Emphasis is a place on current trends and research related to the various aspects of the human resource development function. Students will discuss the history and future of HRD, strategies, methods, materials, and measurement of training programs, as well as apply the process involved in designing, developing, and implementing the appropriate and effective training programs.

RATIONALE

This course directly supports AIMS of Liberty University's Statement of Purpose. The human resource manager must have the necessary skills to be able to design, implement, and manage an effective training and development program to support the strategic mission of the organization. These tolls will be the foundation upon which the resource manager will be able to provide complex decisions with regard to efficiency and effectiveness of the organization's training and development programs.

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. Microsoft Word
(Microsoft Office is available at a special discount to Liberty University students.)

IV. MEASURABLE LEARNING OUTCOMES

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

- A. Evaluate organizational development models, theories, and concepts.
- B. Assess the appropriate human resource development needs of an organization.
- C. Design a human resource development program.
- D. Integrate human resource development within the context of a biblical worldview.

V. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings
- 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 (4)

There are 4 graded Discussion Board Forums throughout the course. The purpose of Discussion Board Forums is to generate interaction among students in regard to relevant current course topics. The student is required to post 1 thread of at least 400 words within the Discussion Board Forum and SafeAssign link by 11:59 p.m. (ET) on Thursday of the assigned module/week. The student will then post 2 substantive replies of at least 250 words each by 11:59 p.m. (ET) on Sunday of the same module/week. For each thread and reply the student must cite at least 2 sources, such as the textbook, the Bible, or other scholarly sources.

- D. Faith Integration: Thread

Students are required to work together to formulate an 1000-word essay describing how the Bible is related to the course topics. The student must substantiate his/her groups position by citing at least 2 sources. The final essay thread must be submitted by the group leader within his/her Group Discussion Board Forum and SafeAssign link by 11:59 p.m. (ET) on **Wednesday** of Module/Week 8.

- E. Faith Integration: Replies

The student must individually post 2 substantive replies of at least 250 words each to other groups' essays, within the Discussion Board Forum by 11:59 p.m. (ET) on **Friday** of the Module/Week 8.

- F. Individual Project: Part 1

The student is to develop training materials to train employees of a small business. The goal of the training is to meet the needs of both management and employees to accomplish the mission of the organization. The assignment must include all lesson plans. The assignment is due through SafeAssign by 11:59 p.m. (ET) on Sunday of Module/Week 3.

G. Individual Project: Part 2

The student will write a literature review based on the topic chosen for Part 1. This assignment must be completed in APA format and include at least 8 pages of content. The student is required to substantiate his/her writing with at least 10 scholarly sources, 1 of which must be the Bible. The assignment is due through SafeAssign by 11:59 p.m. (ET) on Sunday of Module/Week 6.

H. Quizzes (8)

During this course, the student will be required to complete 8 open-book/open-note quizzes. Each quiz will consist of 15 multiple-choice questions comprised of information discussed in the textbook reading. The quizzes are due by 11:59 p.m. (ET) on Sunday of each module/week. Module/Week 8 is the exception in which the quiz is due by 11:59 p.m. (ET) on **Friday**.

VI. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forums (4 at 80 pts ea)	320
Faith Integration: Thread	85
Faith Integration: Replies	55
Individual Project: Part 1	150
Individual Project: Part 1	150
Quizzes (8 at 30 pts ea)	240
Total	1010

B. Scale

A = 940–1010 A- = 920–939 B+ = 900–919 B = 860–899 B- = 840–859
 C+ = 820–839 C = 780–819 C- = 760–779 F = 0–759

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.

COURSE SCHEDULE

BUSI 644

Textbook: Werner & DeSimone, *Human Resource Development* (2017).

MODULE /WEEK	READING & STUDY	ASSIGNMENTS	POINTS
1	Werner & DeSimone: chs. 1–2 1 presentation	Course Requirements Checklist Class Introductions Quiz 1	10 0 30
2	Werner & DeSimone: chs. 3–4 1 presentation	Discussion Board Forum 1 Quiz 2	80 30
3	Werner & DeSimone: chs. 5–6 1 presentation	Individual Project: Part 1 Quiz 3	150 30
4	Werner & DeSimone: chs. 7–8 1 presentation	Discussion Board Forum 2 Quiz 4	80 30
5	Werner & DeSimone: chs. 9–10 1 presentation	Discussion Board Forum 3 Quiz 5	80 30
6	Werner & DeSimone: chs. 11–12 1 presentation	Individual Project: Part 2 Quiz 6	150 30
7	Werner & DeSimone: chs. 13–14 1 presentation	Discussion Board Forum 4 Quiz 7	80 30
8	Werner & DeSimone: ch. 15 1 presentation	Faith Integration: Thread Faith Integration: Replies Quiz 8	85 55 30
TOTAL			1010

DB = Discussion Board

NOTE: Module/Week 1 begins on **Monday** and ends at 11:59 p.m. (ET) on **Friday**. Modules/Weeks 2-8 begin on **Saturday** and end at 11:59 p.m. (ET) on **Friday**.