

**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 processs 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. PREREQUISITES**

For information regarding prerequisites for this course, please refer to the [Academic Course Catalog](#).

#### **II. REQUIRED RESOURCE PURCHASES**

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
<b>Total</b>	<b>1010</b>

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. Late Policy

If the student is unable to complete an assignment on time, then he or she must contact the instructor immediately by email.

Assignments that are submitted after the due date without prior approval from the instructor will receive the following deductions:

1. Late assignments submitted within one week of the due date will receive a 10% deduction.
2. Assignments submitted more than one week late will receive a 20% deduction.
3. Assignments submitted two weeks late or after the final date of the class will not be accepted.
4. Late Discussion Board threads or replies will not be accepted.

Special circumstances (e.g. death in the family, personal health issues) will be reviewed by the instructor on a case-by-case basis.

D. Disability Assistance

Students with a documented disability may contact Liberty University Online’s Office of Disability Academic Support (ODAS) at [LUOODAS@liberty.edu](mailto:LUOODAS@liberty.edu) to

make arrangements for academic accommodations. Further information can be found at [www.liberty.edu/disabilitysupport](http://www.liberty.edu/disabilitysupport).

## ***COURSE SCHEDULE***

### **BUSI 644**

Textbook: Werner & DeSimone, *Human Resource Development* (2012).

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

DB = Discussion Board

**NOTE:** Each course week begins on Monday morning at 12:00 a.m. (ET) and ends on Sunday night at 11:59 p.m. (ET). The final week ends at 11:59 p.m. (ET) on **Friday**.