

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 750

HUMAN RESOURCE DEVELOPMENT

COURSE DESCRIPTION

An advanced study of the integrated use of training, organizational development, and career development efforts to improve individual, group and organizational effectiveness. Coverage is designed to develop ethical, competent professional leaders with the KSA's needed to perform effectively in critical HRD roles.

RATIONALE

All organizational leaders are de-facto human resource development (HRD) leaders. As such, it is imperative that organizational leaders develop keen understanding of strategic people-management practices. Grounded in Christian worldview investigation and application, this course equips organizational leaders to develop and implement strategic human resource development practices in line with both codified and emerging strategic HR/HRD theory and practice.

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. RECOMMENDED RESOURCES

American Psychological Association. *Publication manual of the American Psychological Association* (Current ed.). Washington, DC: Author.

MLA Handbook. (Current ed.). Modern Language Association.

Turabian, Kate L. *A Manual for Writers of Research Papers, Theses, and Dissertations*. (Current ed.). Chicago: The University of Chicago Press.

The Bluebook: A Uniform System of Citation (Columbia Law Review Ass'n et al. eds., Current ed.).

Iverson C, Christiansen S, Flanagin A, et al., eds. *AMA Manual of Style: A Guide for Authors and Editors*. (Current ed.). New York, NY: Oxford University Press.

IV. ADDITIONL MATERIALS FOR LEARNING

- A. Computer with basic audio/video output equipment
- B. Internet access (broadband recommended)

- C. Blackboard [recommended browsers](#)
- D. Microsoft Office
- E. Other common applications/software/tools needed (Remember to reference any that are used throughout your academic program)
- F. Any free resources needed for this course

V. MEASURABLE LEARNING OUTCOMES

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

- A. Differentiate between administrative and strategic views of HRD (Analysis, PLO 2).
- B. Assess the state of strategic HRD in light of HRD research/theory/practice and related literature (Analysis & Synthesis, PLOs 1–2).
- C. Design strategic HRD practices to foster high performing individuals, teams, and organizations (Synthesis, PLOs 1–4).
- D. Articulate an advanced biblical Christian worldview relative to human nature, work, and HRD (Analysis & Synthesis, PLOs 2 & 4).

VI. COURSE REQUIREMENTS AND ASSIGNMENTS

- A. Textbook readings and presentations
- B. Course Requirements Checklist
After reading the Course Syllabus and [Student Expectations](#), the student will complete the related checklist found in Module/Week 1.
- C. Discussion Board Forums (4)
Discussion boards are collaborative learning experiences. Therefore, this course requires 4 distinct Discussion Board Forums. The specific requirements, point weightings, grading rubrics, and due dates are listed in the Course Content section of Blackboard.
- D. Application, Reflection, and Synthesis Papers (2)
This course requires 2 distinct papers: the Individual Application, Reflection, and Synthesis Paper and the Team Application, Reflection, and Synthesis Paper. Each student will be responsible to write the first paper. The students will work with a team of classmates to write the second paper. The specific requirements, point weightings, grading rubrics, and due dates are listed in the Course Content section of Blackboard.
- E. Strategic HRD Research Proposal
This course requires 1 distinct Strategic HRD Research Proposal. The specific requirements, point weightings, grading rubrics, and due dates are listed in the Course Content section of Blackboard.

VII. COURSE GRADING AND POLICIES

A. Points

Course Requirements Checklist	10
Discussion Board Forums (4 at 75 pts ea)	300
Individual Application, Reflection, and Synthesis Paper	150
Team Application, Reflection, and Synthesis Paper	150
Strategic HRD Research Proposal	390
Total	1000

B. Scale

A = 960.0–1000.0 A- = 940.0–959.99 B+ = 920.0–939.99 B = 900.0–919.99
 B- = 880.0–899.99 F = 0.00–879.99

D. Disability Assistance

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

If you have a complaint related to disability discrimination or an accommodation that was not provided, you may contact ODAS or the Office of Equity and Compliance by phone at (434) 592-4999 or by email at equityandcompliance@liberty.edu. Click to see a full copy of Liberty’s [Discrimination, Harassment, and Sexual Misconduct Policy](#) or the [Student Disability Grievance Policy and Procedures](#).

VIII. COURSE SCHEDULE

Module/ Week	Reading & Study	Assignments	Syllabus Outcome	Points
1	Hardy: Preface, Introduction, ch. 1 Keller: chs. 1–4 Mello: chs. 1, 3 1 presentation	Course Requirements Checklist DB Forum 1	A, B, C, D	10 75
2	Hardy: ch. 2 Mello: chs. 4–5 1 presentation	DB Forum 2	A, B, C, D	75
3	Mello: chs. 7, 12 1 presentation	Individual Application, Reflection, and Synthesis Paper	A, C, D	150
4	Keller: chs. 5–8 Mello: chs. 2, 14 1 presentation	None	N/A	0
5	Hardy: ch. 3 Mello: chs. 6, 8 1 presentation	DB Forum 3	A, C, D	75

6	Hardy: ch. 4 Mello: chs. 9–10 1 presentation	Team Application, Reflection, and Synthesis Paper	A, C, D	150
7	Mello: chs. 11, 13 1 presentation	DB Forum 4	A, C, D	75
8	Keller: chs. 9–12 1 presentation	Strategic HRD Research Proposal	B, D	390
TOTAL				1000

DB = Discussion Board

NOTE: Module/week 1 begins on Monday at 12:00am (ET), and modules/weeks 2-8 begin on Saturday morning at 12:00 a.m. (ET). All weeks/modules end on Friday night at 11:59 p.m. (ET).