# EHRD - Ed Human Res Develop (EHRD)

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**EHRD 372 Learning and Development in HRD**

Concepts, knowledge and skills to access, design, develop, deliver and evaluate training programs; foundation of understanding roles of learning, training and development in organizations and systematic and evidence-based approach for designing and managing quality training programs in organizations.

**Prerequisites:** Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or approval of instructor.

**EHRD 374 Organizational Development**

Introduction to major theories, concepts, skills and techniques for organization development in business and industry, education and the public sector.

**Prerequisites:** Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or approval of instructor.

**EHRD 391 Measurement and Evaluation in Human Resource Development and Technology Management**

Measurement and evaluation techniques in the field of Human Resource Development and Technology Management; emphasis on understanding, calculation and application of basic testing, assessment and interpretation methods.

**Prerequisites:** Junior or senior classification or approval of instructor; EHRD 203 with a grade of C or better; MATH 141 and MATH 142.

**EHRD 405 Principles and Practices of Leadership in Human Resource Development and Technology Management**

Theories and concepts associated with learning in individuals and organizations; overview of leadership theories and learning theories within a context of developing leadership programs.

**Prerequisites:** Junior or senior classification and approval of instructor.

**EHRD 408 Globalization and Diversity in the Workplace**

Assist learners in the identification and understanding of globalization and diversity issues in learning, work and community; exploration of current issues, theories, trends and policy issues.

**Prerequisites:** Junior or senior classification and approval of instructor.

**EHRD 413 Conflict Management and Dialogue**

Conflict management principles and practices in the workplace; engagement in meaningful conflict from a training and development perspective.

**Prerequisites:** Grade of C or better in EHRD 203 and EHRD 210; junior or senior classification; or approval of instructor.

**EHRD 473 Distance Learning Applications**

Application of distance learning principles to educational and training settings via a variety of distance learning modalities.

**Prerequisites:** Junior or senior classification and approval of instructor.

**EHRD 475 Multimedia Development for Training and Instruction**

Introduction to the development of multimedia as it applies to training and development; examine the application of multimedia principles to educational and training settings for both "face-to-face" and distance applications.

**Prerequisites:** Junior or senior classification; or approval of instructor; ISTM 209 or approved substitution.
EHRD 477 Project Management in Organizations
Credits 3.3 Lecture Hours.
Application of principles of project management in organizations; focus on the development of project proposals, project planning using project management software; management of project personnel and resources.
Prerequisite: Junior or senior classification or approval of instructor.

EHRD 479 Grants and Contracts
Credits 3.3 Lecture Hours.
Identify funding sources that support research and development activities; identify methods of securing funding; study state, national and private funding sources and how to become successful in submitting to each; complete a proposal to a funding agency and a management plan for a funded project.
Prerequisites: Junior or senior classification and approval of instructor.

EHRD 481 Career Development Seminar
Credits 3.3 Other Hours.
Capstone seminar on significant issues of industry; transition from an academic environment to professional business environment; preparation of a multi-vector resume; salary negotiation; life skills and planning; steps in searching and securing an internship position.
Prerequisites: EHRD 203; junior or senior classification, or approval of instructor.

EHRD 484 Professional Internship
Credits 6.6 Other Hours.
Directed internship in an organization to provide students with a learning experience supervised by professionals in organizational settings appropriate to the student's professional objectives. Must be taken on a satisfactory/unsatisfactory basis.
Prerequisites: Senior classification and approval of instructor, admitted to professional phase, EHRD 481, EHRD 490.

EHRD 485 Directed Studies
Credits 0 to 12.0 to 12 Other Hours.
Directed readings or research problems in industrial education. Term report required.
Prerequisite: Approval of department head.

EHRD 489 Special Topics in...
Credits 1 to 4. 1 to 4 Lecture Hours. 1 to 4 Lab Hours.
Selected topics in an identified area of industrial education. May be repeated for credit.
Prerequisite: Approval of instructor.

EHRD 490 Research in Human Resource Development/Technology Management
Credits 3.3 Lecture Hours.
Investigative techniques currently employed in human resource development (HRD) and technology management (TCM) including the context of HRD/TCM research, planning HRD/TCM research, styles of HRD/TCM research, and strategies for data collection and researching.
Prerequisites: Junior or senior classification; admitted to professional phase; EHRD 391 with a grade of C or better.

EHRD 491 Research
Credits 0 to 4. 0 to 4 Other Hours.
Research conducted under the direction of faculty member in human resource development. May be repeated for credit.
Prerequisite: Junior or senior classification.