

# Online Human Resource Development (HRD) Certificate

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This 12-credit program allows students to earn a graduate certificate in Human Resource Development (HRD). This certificate provides a research and skills foundation to develop practitioners in HRD. Courses provide a background in HRD, adult learning, and performance improvement theories and paradigms, as well as their application in HRD practice areas, including identifying and resolving individual, team, and organizational issues.

## HRD Certificate Course Requirements (12 credits)

Code	Title	Credits
OLP 6601	Evidence-Based Practices in HRD	3
OLP 6602	Principles of HRD	3
OLP 6621	Theories of Adult Learning	3
OLP 6661	Performance Improvement	3
<b>Total Credits</b>		<b>12</b>

## Student Learning Outcomes

Students will be able to:

- Explore and synthesize the literature on Human Resource Development, Adult Learning, and Performance Improvement and apply them to enhance or resolve organizational issues.
- Gather and analyze organizational information to take an evidence-based approach to clarify organizational issues, identify performance gaps, needed interventions, and create implementation, change management, communication, and evaluation strategies.