



STUDENT APPLICATION BROCHURE

Bachelor of Science in
Professional Interdisciplinary Studies:
**HUMAN RESOURCE
DEVELOPMENT**

SCHOOL OF LIFELONG LEARNING





BACHELOR OF SCIENCE IN PROFESSIONAL INTERDISCIPLINARY STUDIES: **HUMAN RESOURCE DEVELOPMENT CONCENTRATION**

HUMAN RESOURCE DEVELOPMENT CONCENTRATION OVERVIEW

Human Resource Development (HRD) is a dynamic multidisciplinary profession that combines training and development, organization development, and career development efforts for the purpose of improving individual, team and organizational performance. In today's world, human resource development is widely recognized as a crucial factor that drives higher productivity, fosters better relationships, and contributes to greater profitability in any organization. It is one of the few professions that provide job opportunities across all industries and sectors, locally and globally. According to Training's annual Salary Survey, average trainer salaries increased 5 percent in 2021-2022 to \$91,474.

If you enjoy working with people and are excited about how learning at work can improve job performance, then this concentration may be what you need for a fulfilling career. In compliance with the demands of the changing workplace, this concentration provides students with opportunities to develop the following skills and competencies.

- Training delivery - Improve communication and facilitation skills
- Training evaluation - Assess effectiveness of learning programs
- Learning program management - Oversee learning activities in organizations
- Change management - Facilitate and manage organizational change
- Performance improvement - Address skill performance gaps
- Career management - Provide career guidance and development

GRADUATES OF THIS CONCENTRATION COULD WORK IN SOME OF THE FOLLOWING OCCUPATIONS

- Training and Development Specialist
- Leadership Development Program Coordinator
- Performance Consultant (or Coach)
- Individual Development and Career Counselor
- Organization Design Consultant
- Human Resource Specialist
- Program Evaluator
- E-Learning Consultant
- HR Program Designer
- HR Strategic Advisor

TO APPLY: An individual interested in enrolling in the Bachelor of Science in Professional Interdisciplinary Studies with a concentration in Human Resource Development must complete and/or submit the following:

- Jackson State University Official Admissions Application (www.jsu.edu);
- Completed Application packet;
- Official high school transcript or GED;
- Official college transcript if applicable; and



BACHELOR OF SCIENCE IN PROFESSIONAL INTERDISCIPLINARY STUDIES: **HUMAN RESOURCE DEVELOPMENT STUDENT APPLICATION**

Students will earn a Professional HRD Concentration consisting of 27 semester hours of courses specially designed to provide students with skills to be successful in their chosen career field. Courses include:

CLHR 200 FOUNDATIONS OF HUMAN RESOURCE DEVELOPMENT

This course provides an overview of the discipline and field of human resource development, with a focus on how individuals and groups learn and interact within organizations.

CLHR 215 DESIGN, DELIVERY AND FACILITATION OF TRAINING

This course provides an introduction to theoretical and applied introduction to the analysis, design, development, implementation, and evaluation of training for adults in organizations.

CLHR 220 TRAINING, DEVELOPING, AND COMMUNICATING

This course is designed to teach prospective trainers the importance of effective communication skills at every level of the training process that includes assessment of audience needs, development and delivery of training sessions.

CLHR 310 MANAGEMENT AND ADMINISTRATION OF THE TRAINING FUNCTION

This course addresses the principles and processes necessary to effectively manage and coordinate the training function in business and industry.

CLHR 320 CONFLICT RESOLUTION & NEGOTIATION

Students will learn conflict resolution skills for managing and resolving conflicts in the workplace. Emphasis will be placed on alternate dispute resolution methodologies, including mediation and negotiation strategies.

CLHR 330 ETHICAL PROCEDURES IN THE WORKFORCE

This course is designed to prepare students to apply ethical principles to issues that exemplify the kinds of moral challenges encountered in everyday life and the workplace.

CLHR 415 PROGRAM PLANNING AND DEVELOPMENT IN CONTINUING EDUCATION

This course will examine methods for establishing a productive continuing education/ lifelong learning program. It provides an exploration to the principles and procedures involving designing, organizing, operating and evaluating comprehensive continuing education and training programs.

CLHR 425 ASSESSING AND ANALYZING TRAINING NEEDS

The course will provide students with an opportunity to effectively plan, develop, and implement training for organizations.

CLHR 450 HUMAN RESOURCE DEVELOPMENT SEMINAR

This course is designed to help students better understand contemporary HRD issues and examine critical HRD issues through discussions, presentations and case studies.

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