HUMAN RESOURCE DEVELOPMENT M.S.

Degree: Master of Science
https://www.towson.edu/cla/departments/psychology/grad/human-resource/

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The Master of Science in Human Resource Development (HRD) is a broad-based program designed to provide students with specific knowledge and practical skills within a variety of human resource fields. The curriculum is designed to meet the needs of individuals with varied academic backgrounds and professional experience. The program emphasizes the application of theory and research to practical human resource issues within business, government, nonprofit organizations and education.

The HRD plan of study is designed for working professionals. The program is ideal for HR professionals seeking opportunities for skill development and career advancement and working adults looking for a career change into an HR role. Applicants do not need prior work experience in human resources to be eligible for conditional admission.

Requirements
Admission Requirements

Application deadlines and a full listing of materials required for admission can be found on the website.

Degree Requirements

Students must complete a minimum of 36 units as prescribed by the curriculum and approved by an adviser. In addition, students must provide evidence of completing a minimum required level of professional-level work experience in the HR field (Field Work Milestone). This requirement can be met by providing a portfolio of one's work in a suitable HR position, providing proof of professional HR certification (SHRM or PHR), or by completing the Internship (HRD 696) or Practicum (HRD 697) course. Students with a minimum of 3 years experience as an HR manager or director may request to waive HRD 601 and replace it with an approved elective. Students who complete a thesis project in compliance with Towson University's Graduate Thesis Guidelines can substitute HRD 699 (3) and three units of electives with PSYC 897 (6) or PSYC 898 (6).

Code	Title	Units
Required Courses		
HRD 601	INTRODUCTION TO HUMAN RESOURCES	3
HRD 605	APPLIED RESEARCH IN HRD	3
HRD 606	ORGANIZATIONAL BEHAVIOR	3
HRD 607	MANAGING ORGANIZATIONAL CHANGE	3
HRD 627	TRAINING AND DEVELOPMENT	3
HRD 699	CAPSTONE IN HUMAN RESOURCE DEVELOPMENT	3
Electives		
Select a minimum of 12 units (4 courses) from the following list; the additional 6 units can be from this list or from another department with prior approval.		18
HRD 629	STAFFING, RECRUITMENT AND SELECTION	
HRD 630	COMPENSATION AND BENEFITS MANAGEMENT FOR THE HRD PROFESSIONAL	
HRD 635	MANAGING EMPLOYEE RELATIONS	
HRD 639	HUMAN RESOURCE INFORMATION SYSTEMS	
HRD 640	LEADERSHIP THEORY AND PRACTICE	
HRD 644	GROUP DYNAMICS AND TEAM BUILDING	
HRD 646	ADVANCED TOPICS IN ORGANIZATION DEVELOPMENT: CONFLICT MANAGEMENT AND RESOLUTION	
HRD 650	EMPLOYEE WELLNESS AND HEALTHY WORKFORCE MANAGEMENT	
HRD 655	TALENT MANAGEMENT AND HUMAN CAPITAL	
HRD 658	MANAGING WORKPLACE DIVERSITY	
HRD 660	HUMAN RESOURCES RISK MANAGEMENT AND REVENUE GENERATION	
HRD 665	INTERNATIONAL HUMAN RESOURCES: ISSUES AND APPLICATIONS	
HRD 679	SPECIAL TOPICS IN HUMAN RESOURCE DEVELOPMENT	
HRD 695	INDEPENDENT STUDY [1]	
HRD 696	INTERNSHIP IN HUMAN RESOURCE DEVELOPMENT [1]	
HRD 697	PRACTICUM IN HRD [1]	
ISTC 541	FOUNDATIONS IN LEARNING TECHNOLOGY AND DESIGN	
ISTC 605	E-LEARNING DESIGN AND DEVELOPMENT	
ISTC 655	DEVELOPING DIGITAL MULTIMEDIA MATERIALS FOR LEARNING DESIGN	
ISTC 667	INSTRUCTIONAL DESIGN AND DEVELOPMENT	
ISTC 702	EDUCATIONAL LEADERSHIP AND TECHNOLOGY	
PSYC 606	CAREER DEVELOPMENT	
PSYC 623	PSYCHOLOGICAL ISSUES IN THE WORKPLACE	
PSYC 687	ADVANCED EXPERIMENTAL DESIGN I	
PSYC 688	ADVANCED EXPERIMENTAL DESIGN II	
PSYC 897	PSYCHOLOGY THESIS	
PSYC 898	PSYCHOLOGY THESIS	
Total Units		**36**

[1] NOTE: Students may earn no more than 6 units in total from HRD 695, HRD 696 and/ or HRD 697.

Students can complete the 36-unit requirement of the program by selecting from courses provided in other programs and departments.

Prior written approval from the director of the Professional Track program is required.

Learning Outcomes

1. Demonstrate knowledge of the human resources management and development, and the organizational behavior and change fields;
2. Demonstrate presentation skills in order to communicate ideas and information effectively and clearly in a variety of written, public-speaking, and technology-mediated venues and formats;
3. Demonstrate interaction skills in working effectively with others in such a way as to be influential in a leadership capacity, to work well with others in team formats, and to respect and constructively support others in a diverse operating workplace;
4. Access and apply information relevant to the HR field using appropriate technology.