

**MASTER OF SCIENCE IN LEADERSHIP & HUMAN RESOURCE DEVELOPMENT
WITH A CONCENTRATION IN WORKFORCE DEVELOPMENT (36 hours)**

Student Name: _____
 LSU ID: _____
 Semester Admitted: _____

Degree Requirements

The MS in LHRD with a concentration in workforce development consists of 10 required and 2 elective courses (36 credit hours). Students must complete all courses within five years of enrollment. Students must also maintain a term and cumulative 3.0 grade-point average.

Course Planning

Use the table below to plan your schedule and track your progress.

Course Number	Semester Scheduled	Semester Completed	Grade
LHRD 7001 (3 hrs)			
LHRD 7171 (3 hrs)			
LHRD 7571 (3 hrs)			
LHRD 7910 (3 hrs)			
LHRD 7005 (3 hrs)			
LHRD 7110 (3 hrs)			
LHRD 7271 (3 hrs)			
LHRD 7577 (3 hrs)			
LHRD 7602 (3 hrs)			
LHRD 7900 (3 hrs)			
Elective 1 (3 hrs)			
Elective 2 (3 hrs)			

Course Descriptions

LHRD 7001 Principles of Workforce Development (3 credit hours)

Principles of workforce education and development programs conducted by business, industry, government and educational institutions at all levels; relationships to adult education, career/technical education, human resource development, career development, general education and society.

LHRD 7171 Instructional Design for Human Resource Development (3 credit hours)

Comprehensive introduction to the theory, principles, research and practices of instructional systems design (ISD) in human resource development (HRD) and training.

LHRD 7571 Performance and Needs Analysis in Human Resource Development (3 credit hours)
Theory and principles used in the analysis of performance problems in organizations; emphasis on application of performance theory and use of tools and techniques for analyzing organizational, process, and individual level performance problems.

LHRD 7910 Human Resource Analytics (3 credit hours)
Human resource and organizational behavior issues will be examined through the lens of measurement, analysis, and financial impact for the organization.

LHRD 7005 Workforce Planning and Analysis (3 credit hours)
Examines the process of workforce planning on a macro-level to develop students' understanding of workforce planning models, the planning process, and the capability to carry out workforce planning and analysis to meet clients' needs.

LHRD 7110 Team & Group Dynamics (3 credit hours)
Survey of team and work group dynamics.

LHRD 7271 Leading Learning in Human Resource Development (3 credit hours)
Principles, research, and practices of facilitating learning in human resource development (HRD) including facilitation skills for traditional classroom training, as well as informal work-based learning strategies.

LHRD 7577 Training and Development in Organizations (3 credit hours)
Survey of training and development functions in modern organizations. Particular focus is given to learning theory and strategies, program design, and evaluation in applied (field) settings. A multidisciplinary perspective is encouraged.

LHRD 7602 Program Evaluation Design (3 credit hours)
Systemic application of social research procedures for evaluating the conceptualization, design, implementation and utility of human resource and organization development programs.

LHRD 7900 Applied Research Methods and Analysis in Organizations (3 credit hours)
An experiential introduction to the applied research process in organizations including the conceptualization of applied research, designing studies, analyzing data, and reporting results to stakeholders.

Course Offerings per semester

Course	In-person	100% Web-based
LHRD 7001 Principles of Workforce Development (3 credit hours)		Fall 1
LHRD 7171 Instructional Design for HRD (3 credit hours)		Fall 2
LHRD 7571 Performance Needs & Analysis in HRD (3 credit hours)	Fall	
LHRD 7910 HR Analytics (3 credit hours)	Fall	
LHRD 7005 Workforce Planning and Analysis (3 credit hours)		Spring 2
LHRD 7110 Team & Group Dynamics (3 credit hours)	Spring	
LHRD 7271 Leading Learning in HRD (3 credit hours)		Spring 1
LHRD 7577 Training & Development in Organizations (3 credit hours)		Spring
LHRD 7602 Program Evaluation Design (3 credit hours)	Spring	Summer 2
LHRD 7900 Applied Research Methods & Analytics in Organizations (3 credit hours)	Spring	
Elective 1		
Elective 2		

Recommended Course Map for a Full-time Student (No summers)

1 st Semester/Fall	LHRD 7001 Principles of Workforce Development LHRD 7171 Instructional Design for HRD LHRD 7571 Performance & Needs Analysis in HRD	9 hours
2 nd Semester/Spring	LHRD 7271 Leading Learning in HRD LHRD 7005 Workforce Planning and Analysis LHRD 7110 Team & Group Dynamics	9 hours
3 rd Semester/Fall	LHRD 7910 HR Analytics Elective 1 Elective 2	9 hours
4 th Semester/Spring	LHRD 7577 Training & Development in Organizations LHRD 7602 Program Evaluation Design (or summer2) LHRD 7900 Applied Research Methods & Analytics in Organizations	9 hours
	Total	36 hours