

<Basic Course>

HROD 6000 Inquiry Strategies for HROD Research

This course focuses on reviewing research article relating to HROD practices. Students will extend their understanding why conducting research is a critical role for HR professionals. Trying to solve problem in the workplace can become a research topic, students will learn how to identify the right problem to be solved. Practice, research, and theory are needed for becoming scholar practitioner. Identify the quality of data is a first criterion for good research and practitioners in the digital era.

<Core Courses>

HROD 6001 Strategic Human Resource in Global Context

This course applies a global perspective to concepts that describe human resources in the global competitive environment. Upon course completion, students will gain insight into how to become a “strategic partner” capable of applying business and industry knowledge to support all business functions with cultural awareness.

HROD 6002 Organization Development and Change

This course focuses on the bodies of knowledge of sustainable organization development and evolution of organization theories and paradigms from the classical management to modern organization development are introduced. An overview about the organization development theories and process are presented as foundation for designing change in organization level. Students will practice how to identify the problems in organization and how to conduct action research to investigate and examines the organization’s problems as a diagnosis phase of organization development process. Reviewing action research will prepare the students for designing the planned change and how to develop a diagnosis tool through the research design.

HROD 6003 Epistemology & Inquiry in HROD

This course explores epistemological and ontological foundations of science and how they influence the development of the science of HROD. It examines specific philosophical traditions such as empiricism, phenomenology, and critical theory for their relevance to human resource and organization development.

HROD 6007 Special Topic Research

This course addresses self-research and development in a topic relevant to the concentration of human resource and organization development with a permission of the program committee in the concentration of human resource and organization development, approved by the dean.

* This course for Plan 2 (2.2) only.



<Research Methodology>

HR0D 6004 Research Methods, Techniques, and Tools

This course provides research design methods, techniques, and inquiry tools. Students can explore and learn about tools and techniques that are frequently used in HROD research design, look for cases of research that uses various tools and techniques to vicariously learn and analyze and discover a way to integrate different tools and techniques in research design.

HR0D 6005 Qualitative Research for HROD

This course provides advanced practical, hands-on experience of the application of qualitative methods. This course seeks to provide students with an understanding of qualitative inquiry in the field related to human resource development, an understanding of how to select appropriate methods (tools) for the research they plan to conduct, an opportunity for students to learn how to conduct and critique research that uses qualitative methodology, an opportunity for students to conduct fieldwork and begin using tools for data collection such as field-based observation, interviewing, and focus group interviews. At the end of the course, students will develop research questions, interview questions, and learn techniques for analyzing textual data documented in field notes, interview transcripts, and from personal narratives.

HR0D 6006 Quantitative Research for HROD

This course has its focus on quantitative research and statistical methods. It covers the process of formulating research questions and hypotheses in addition to the development of research methods, measurement, data analysis, and research report. The emphasis is on the applications rather than mathematical or statistical theories. Students will learn to display academic intuition and reasoning ability, with ethical consideration, to identify research problems, synthesize and critique literature, and effectively apply appropriate methods and APA style in drawing their research proposal in addition to developing new knowledge that contributes to the HROD and related fields.



<Specialized Field Courses>

HROD 7101 HROD Theory Development

This course emphasizes on theory and design of research and inquiry in various applications of models and research procedures including quantitative analyses, naturalistic inquiry, research design and preparation of research proposals, as they relate to the discipline of human resource and organization development.

HROD 7102 Learning and Development in the Workplace

This course is designed to provide students with an in-dept understanding of how to effectively implement learning and development in the organization. The course will cover concepts, theories and process of an individual's learning and development; behavior modification; arrangement of the environment that promotes seeking knowledge, understanding and learning in the workplace; increasing individual's potential and ability; creative interaction with others; and self-development strategies for building organizational capacity in everchanging context.

HROD 7103 Ethics in a Workplace and Ethical Global Issues

This course provides learners with an introduction to ethics and social responsibility in the workplace and human resource management and development. The topics cover ethics at personal (ethical decision-making), organizational (ethical issues in HR, ethical leadership and culture, well-being, CSR, inclusion, sustainable development, and corporate governance), and social (societal and global ethics) levels. The contexts may include for-profit, non-profit, governmental, non-governmental, and higher education organizations. It will also develop an understanding of ethical theories and ways of thinking critically about ethics and social responsibility within a global framework, and it will foster a critical analysis of current ethical issues in the workplace and in global settings.

<Elective Courses>

HROD 7201 Cultural Intelligence in HROD

This course promotes an understanding of the nature of cultural intelligence and its role in dealing with national, organizational, as well as regional cultures. It provides students with rationale and techniques to enhance cultural understanding and adaptation which involves overcoming obstacles and setbacks. It also helps students understand the effects of culture as, metaphorically software and hardware, on behavior and apply cultural intelligence to cope effectively with those from different cultures and to competently dealing with cross-cultural differences in the organizational context.



HR◊D 7202 Leadership Development

This course provides fundamental concepts, theories, and applications in the area of leadership development, especially with the problematic landmarks of leadership status and leadership development. Specifically, this course would help students understand the organization leadership as well as transfer the knowledge and experience into their actual workplace, which would strengthen the organization leadership development in a realistic and sustainable manner.

HR◊D 7203 Communication in Organization Development

This course enables students to think critically, to express their reasoning clearly, and to understand the role of strategic communications in the organization development process. The students will learn about concepts, theories, models, and research related to communication in human resource and organization in order to enhance goal achievement in variety of contexts that align with organization's vision, mission, and strategies.

HR◊D 7204 Knowledge Management & Learning Organization

This course introduces the field of Knowledge Management (KM) as practiced today by exploring the myriad of views, approaches, literature, and epistemological perspectives that have been put forth by academics, practitioners, and organizational natives. The topics covered will include KM Uses and Challenges in the Information World, History of KM, Policy, Law and Economics of KM, Structuring Information for KM, Human Capital for KM, KM Technologies and Measurements, Exploiting Explicit Knowledge, Strategizing Tacit Knowledge, and Running the Knowledge Enterprise.

HR◊D 7205 Professional Consultant

This course covers a comprehensive overview, integration, and application of major theories and techniques employed in the consulting process. Initial consulting skills will be developed and reviewed and critiqued by the instructor. Basic models and strategies of consultation will be explored from theoretical and pragmatic points of view and applied to case material.

HR◊D 7206 Advanced Organization Development

This course addresses multiple topics in advanced organization development. To accomplish a challenging vision and mission in this era, any organization cannot do it alone but need to collaborate with other organizations. Transorganization (Merging & Acquisition, Franchising, Alliance, Networking, Public-Private partnership) is an advanced organization development. Several new types of organizations are introduced as cases for students to examine and apply all of the knowledge from previous class to design planned change.



HROD 7207 Strategic Performance Management

This course addresses the importance of strategic performance management as an organization development intervention. The related theories and research regarding performance management system are introduced to the students in order to identify the research gap. At the end of the course, the students have to propose a research idea how to improve the performance of individual, team and/or organization levels in an interesting organization context.

HROD 7208 Analytics and Innovation in Futuristic HROD

This course leads students to explore cutting-edge approaches and technologies in innovation strategies, AI, and data analytics that help shape human resource and organization development. Students will learn about concepts and data approaches to ethically create insight about human and organizational aspects. Students will also design new HR solutions based on discovered insights and technologies they have learned.

HROD 7209 Sufficiency Economy Philosophy for Sustainability

This course enables the students to create their own understanding of the Sufficiency Economy Philosophy and learn from case studies on how to apply the Sufficiency Economy Philosophy in various organizations and contexts to enhance and increase the sustainability of people and organizations.

HROD 7210 Talent Development

This course is designed to provide students with the concept and theories as well as the latest trends in talent development. Topics will cover how to identify hi-potential and hi-performance employees, creating learning and development plans, and measuring the effectiveness of talent management programs. Additionally, students will learn how to design and use appropriate tools and techniques to develop talent development program based on diversity, inclusion, and equality toward SDG goals.

HROD 7211 Selected Topics 1

This course addresses a study by exploring and/or researching in any other interesting topics, related to the concentration of human resource and organization development with a permission of the dean. Students would be able to choose whichever an interesting topic is by either deeply self-studying in an investigation topic, case or analyzing a real case of an organization for revising solutions.

HROD 7212 Selected Topics 2

This course addresses a study by exploring and/or researching in any other interesting topics, related to the concentration of human resource and organization development with a permission of the dean. Students would be able to choose whichever an interesting topic is by either deeply self-studying in an investigation topic, case or analyzing a real case of an organization for revising solutions. At the end of the course, students must publicize their work, such as conference/seminar presentation and research article.



<Seminar Courses>

HROD 8001 Seminar I

This course facilitates the students' learning and development of HROD related knowledge. Students are encouraged to transform their HROD knowledge and understanding to problem statement and research questions.

HROD 8002 Seminar II

This course is designed to facilitate intensive interactive learning among Ph.D. students of current issues and trends in HROD. It aims to expose students to various HROD and related concepts that are useful in the process of developing their Ph.D. dissertation proposals/future research. This course takes part as one of the three seminar course series, consisting of several learning steps. First, the students will be assigned to review and update their own understanding of various current issues and trends in HROD both in academic debates and good practices. Second, each of them will then be asked to pick up a current issue to reconsider and rebuild assumptions, perspectives, principles, and concepts underlying the issue in order to make a better explanation and practical relevancy to new challenges and uncertainties. Third, each student is encouraged to put a new conception or model developed as a potential dissertation proposal or concept which will be collectively assessed to polish and strengthen both the conceptual framework and research methodology and methods. In conclusion, this course takes part in the process of having students pick up the issues/phenomena to reconsider and rebuild assumptions, perspectives, and/or principles underlying the selected issues/phenomena. Then, students are guided to synthesize the research ideas that could contribute to the context of their selected issues/phenomena and present them to their academic peers to earn feedback for continuous improvement.

HROD 8003 Seminar III

This course prepares students to put together their research proposal by providing the concepts of theoretical underpinning, ethical considerations, research methods, instrumentation, and significance of the studies. At the end of this course, students should be able to develop their dissertation proposal.

<Dissertation>

HROD 9004 Thesis

This course addresses self-research and development in a topic relevant to the concentration of human resource and organization development with a permission of the dissertation committee of Master of Science curriculum in the concentration of human resource and organization development, announced by the dean.

HROD 9900 Dissertation

This course provides each student an opportunity to work directly with a faculty advisor to identify an appropriate research question, develop a systematic research plan to address it, and then execute this plan themselves, collecting, analyzing, and interpreting the resulting data and writing them up in standard scholarly format.

