

Human Resource Development

BSHRD



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What I loved the most about the HRD program is that I could transfer my knowledge from the theories seen in class, to real life projects- it is a practical oriented program. This has contributed to the achievement of my goals and the enhancement my career. None of this could have happened without the thorough supervision of my professors as well as their expertise.

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Marwa OULAD TOUIMI – Class of 2018

Bachelor of Science in
Human Resource Development

Bachelor of Science in Human Resource Development

The Human Resource Development program emerged in response to the growing need for professionals capable of developing the competencies of employees and improving performance in organizations. Students gain expertise in HRD through courses such as Training and Development, Organization Development, and Career Development. Through problem-based learning methods, internships, and various practical experiences, students acquire practical competencies that are essential to be successful HRD professionals.

Major Core Courses

- ◆ Introduction to Human Resource Development
- ◆ Ethics in Professional Contexts
- ◆ Human Capital Management
- ◆ Training & Development
- ◆ Introduction to Psychology
- ◆ Social/Organizational Psychology

Some Concentration Courses

- ◆ Strategic HRD
- ◆ Leadership & Management Development
- ◆ Consulting for HRD
- ◆ Organization Development & Change
- ◆ Needs Assessment & Organizational Effectiveness
- ◆ Career Management & Development
- ◆ Global HRD

Career Opportunities

The program prepares students for positions such as organization development consultants, performance improvement specialists, instructional designers, career development coaches, management and leadership development specialists, and human resource management professionals in the private and the public sectors in Morocco and abroad.

79% is the employment rate of Human Resource Development graduates.

This degree, like all other Al Akhawayn University degrees, is a state diploma (Bulletin Officiel no.5998).

Intended Learning Outcomes

Graduates of the BSHRD program are expected to

- 1-** be able to understand HRD as a professional field of practice
- 2-** master different HRD processes, tools, and techniques in the domains of training and development, organizational development, change management, and career development;
- 3-** be able to think strategically and apply different HRD practices to help an organization enhance its overall performance;
- 4-** acquire skills in developing human expertise through training and development, better organizational management practices, effective management development, and improved leadership; and
- 5-** be able to perform effectively in the growing globalized market by understanding diversity, ethics, and social responsibility and their impact on management practices.

**For more information: Office of Admissions,
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