

جامعة الأنحوين

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AL AKHAWAYN  
UNIVERSITY

# Master of Science in Human Resource Development

**PROGRAM SHEET**

Catalog 2023 – 2025

This program sheet will help you navigate the course offerings in the Master of Science in Human Resource Development (MSHRD) per semester. Use it to anticipate what to expect as you move on from start to finish. MSHRD is a 12-month, 30 SCH program. Student intake takes place every Fall Semester. The SHSS graduate admissions committee, composed of faculty members from the program and chaired by the Dean or Graduate Studies Coordinator, is in charge of evaluating applications for acceptance into graduate programs and decides, together with the University Language Center, on whether or not the admitted student needs additional (English or foundation) courses prior to starting the academic program *per se*.

- Students who meet all academic conditions are accepted to the program with regular status.
- Students whose background does not include the specific requirements may need to take undergraduate foundation courses prior to accessing regular graduate courses.
- Students for whom English is not a mother tongue must achieve a TOEFL score of 550 pts (iBT:79) and obtain a 5.0 score over 6.0 in writing (iBT: 20) in order to be admitted to the regular program.
- In order to be admitted to the AUI Language Center for additional study of English before enrolling in the regular degree program, students must have achieved TOEFL scores of at least 500 pts (iBT 61).

<b>English Language Courses *</b>	<b>Non-credit</b>
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ALS 1001	Academic Listening, Speaking, and Note-taking I	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
ALS 1002	Academic Listening, Speaking, and Note-taking II	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
ARD 1001	Academic Reading I	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
ARD 1002	Academic Reading II	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
AWG 1001	Academic Writing and Grammar I	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
AWG 1002	Academic Writing and Grammar II	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>

\* English language courses are assigned by the Language Center during admission based on the TOEFL placement test results. English language courses should be taken prior to embarking on the foundation courses, if any, and the academic program *per se*. Language courses are offered in a face-to-face mode on a non-credit, Pass/Fail basis. The Intensive English Program of the Language Center is accredited by the Commission on English Language Program Accreditation ([www.cea-accredit.org](http://www.cea-accredit.org)).

<b>FOUNDATION COURSES **</b>	<b>Non-credit</b>
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HRD 2300	Introduction to HRD	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 2301 <i>or</i> HRD 3302	Business Environment & Ethics for HRD <i>or</i> Ethics in Professional Contexts	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 3401	Human Capital Management	0 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>

\*\* Foundation courses are assigned during admission. Assignment depends on previous degree(s) earned. Foundation courses are taken on a non-credit, Pass/Fail basis. The procedures for seeking exemptions from assigned foundation courses are explained in the SHSS Graduate Student Handbook. If students fail two foundation courses, they are dropped from the program without the right to appeal. The failing grade will be recorded as an FR (failing and needs to repeat). A pass will be recorded as a P. Grades earned taking undergraduate foundation courses will not be computed in the student's GPA.

<b>HUMAN RESOURCE DEVELOPMENT CORE</b>	<b>24 SCH</b>
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**Fall Semester (6 SCH required Core + 6 SCH optional)**

HRD 5323	Performance Management Coaching	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5322	Consulting for HRD	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
Optional MSHRD course		3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
Optional MSHRD course		3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>

**Spring Semester (12 SCH required Core)**

HRD 5341	Thesis I: Thesis Research Methods for HRD	4 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5312	Career Development and Talent Management	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5321	Leadership and Management Development	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5314	Strategic HRD	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>

**Summer Session (3 SCH required Core + 3 SCH concentration)**

HRD 5342	Thesis II: Thesis Seminar	2 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5313	Organization Development and Change	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>

**Inter-session (January & May)**

Optional courses may be offered during the January and May inter-sessions, which are two-week super-intensive programs, designed for students to explore new special-topics courses. Students may choose, in consultation with their academic advisors and/or Graduate Studies Coordinator, to take ONE inter-session course that can substitute an optional MSHRD course. Note that the Registrar's Office will cancel any course without sufficient student enrollment (between 6 and 16). Students registered for courses that are not retained due to insufficient enrollment will be offered the option of enrolling in other or subsequent Inter-session courses.

<b>OPTIONAL COURSES</b>	<b>6 SCH</b>
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Students are required to choose TWO optional courses from the list below:

HRD 5311	Training and Development	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5324	International HRD	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5331	Needs Assessment and Organizational Effectiveness	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5332	Social and Organizational Psychology	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5333	HRD in Public Organizations	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5334	Knowledge Management	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5335	Corporate Social Responsibility	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5336	HRD and Technology	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5337	Employee Counseling and Wellness Services	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5338	Conflict Management	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>
HRD 5339	Special Topics in HRD	3 SCH	Met <input type="checkbox"/> Not met <input type="checkbox"/>

<b>TOTAL</b>	<b>30 SCH</b>
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