

Master of Arts Program in Human Resource Development (International Program)

Revised Curriculum 2011

Philosophy

There are requirements for people who are working in the Human Resources field to have deep and up-to-date knowledge and a world view of current issues. The M.A. in HRD program aims to offer its graduate skills in research methodology and in-depth knowledge of HRD, with implications for the real world and practical experiences that enable them to work effectively in the increasingly borderless world.

Significance

There are a number of HR people working in the Human Resources profession. However, not many of those have had the chance to study in the direct field of Human Resources Development at the graduate level, specifically in an international program which offers student authentic international experiences. The International Graduate Studies Human Resource Development Center, Faculty of Education, has realized the important role of HR professionals who are able to work efficiently and effectively. The Master of Arts in Human Resource Development is designed to prepare such HRD professionals.

HRD specialists commonly provide training related to the areas of technical and interpersonal skills, management and motivation. The HRD program is designed to involve and enhance a variety of professional management activities.

Learning Achievement Development in Each Aspect

1. Ethics

Students are responsible to their duty, to themselves, to society, be punctual, be honest, be ethical and having professional ethic.

- Learning achievement in ethics

(1) Ability of identification morality and ethical issue in HRD professional

(2) Ability of judging the morality and ethical issue in daily life

(3) Ability of analyzing, synthesizing, evaluating and managing the ethical problem in the HRD profession

- Strategy to achieve the ethics

Let students discuss of their working profession, inviting resource person to the class, using multimedia simulation, providing scores for attitude aspect.

- Strategy for the learning assessment

Assessing through activities participation, exchange among their peer answering question, assessing from attitude in the class, class participation and observation

2. Knowledge

Having knowledge in principles and theories in human resource development responsibilities of human resource development professional, ability in working in human resource development profession.

- Learning achievement in knowledge aspects
 - (1) Having fundamental knowledge in HRD theory and practice
 - (2) Understanding the fundamental principles and theories in HRD and relating field
 - (3) Knowledge in research methodology and technique
 - (4) Knowledge in human skills relating to HRD profession
 - (5) Knowledge in personnel development
 - (6) Knowledge in designing for personnel development
 - (7) Knowledge in training and development
 - (8) Knowledge in system concept
 - (9) Knowledge in economical issue relating to HRD profession
- Strategy to achieve the knowledge

Apply various strategies include researching, reporting, listening and discussing with resource person, using multimedia presentation, study trip and field work.
- Strategy for the learning assessment in knowledge aspect

Assessing the knowledge from exam, both on theory and practice, observation, conversation, questioning, interview and product evaluation.

3. Intellectual skill

Students possess analytical thinking skill, critical thinking skill, problem solving thinking skill and creative thinking skill.

- Learning achievement in intellectual skill
 - (1) Ability of thinking critically, specially the thinking that lead to researching
 - (2) Ability of criticizing any incidents, issue in HRD profession
 - (3) Ability of suggesting recommendation to solve HRD relating issues
 - (4) Ability of proposing solutions for HRD practices

- Strategy to develop the intellectual skill

Provide the following instructions; ease study, analytical study, study with simulations, study with multimedia presentation.

- Strategy to assess the intellectual skill learning outcome

Assessing from case study report, simulation analysis report project presentation and project development.

4. Interpersonal skill and responsibility

They are listening to other person speaking, listening others speaking without interruption, self-control, understand other's feeling, positive thinking, being punctual, keep the promise, honor agreement

- Learning achievement in interpersonal skill and responsibility.

(1) Ability of thinking positively

(2) Ability of being patient

(3) Ability of listening to other

(4) Ability of being responsible for the assigned duty

- Strategy to develop interpersonal skill and responsibility

Comprise of team working, group work, group discussion, hands on activity, role play job assignment

- Strategy to assess the interpersonal skill and responsibility

Observation, assessing team working, authentic assessing

5. Analytical skill, communication and information technology skill

Problem analysis, analyzing society and world situation, problem analysis for researching ability in using information technology and communication, ability to use computer.

- Learning outcome of analytical, communication and information technology skill.

(1) Ability of thinking critically in HRD related problems or issues

(2) Ability of examining different skills in think such as creativity, emotional thinking

(3) Ability of applying thinking skills in HRD

(4) Ability of having skills of consultation, presentation and interpersonal skill

(5) Ability of using information technology for inquiry, presentation, or development

- Strategy to develop analytical skill, communication and information technology

Searching and researching, independent study reporting searching from ICT resources, reporting with computer presentation.

- Strategy to assess analytical, communication and information technology skill

Assessing from assignments, observation of individual, computer presentation