

HUMAN RESOURCE DEVELOPMENT

Name:

Grade Course:

Tutor's Name:

Date

SAMPLE
Primeessaywritings.com

Academic Programs: Human Resource Development

The program's title is called the Social Organizational Psychology at the Columbia Teachers College and is hosted by the Department Of Organization and Leadership. The core departmental members include Professor and associate professors. Amongst professor, the department has Professors with experience and experts in different fields including Social organization and psychology, politics, education leadership and nursing. Associate professors are specialized in adult learning and leadership, higher education, policies, and human behaviours among others. The department is also made up of lecturer and instructors specialized in different fields. The lecturers also have strong educational background and working experience with the development of organization apart from having teaching experience. This depicts that the department has enough expertise to deal with the program efficiently due to a large number of PhD holders in the department. The main degree courses offered include applied behavioural analysis, qualitative and quantitative research methods in organizations, behavioural understanding, personality development, personality development and socialization in organizations among others. about the program, I find that it is designed to deal with the development of human behaviours in groups, organizations and interpersonally (Craig 2013). The program enhances the environment through which people interact and influence each other, apart from enabling managers to understand such interactions and how they can use theories, research among other interventions to influence them. The program also provides concepts as well as applications of social organization psychology in improve the organization's competitive position. To qualify, students are required to have undertaken a research methods course, and must present a bachelor's degree certificate from a recognized university.

On the other hand, the same program at the George Washington University is called Human Resources & Organizational Studies and is hosted by the Department of Organizational Sciences and Communication. Moreover, the department of Teacher Preparation and Special Education at George Washington University has experts in Brain injuries, family care and receives more expertise in the same the department offers two main undergraduate programs namely; communications and organization science, while graduate degrees include organization management, human resource management and industrial psychology. Notable department members are also professors, professors of practice, and adjunct professors. Most of them are specialized in organization change, communication and organization leadership and organization talent management. I find that the program incorporates the up-to-date thinking in human resource development practices based on a solid theoretical foundation along with proven principles. This program aims at preparing people in the human resource profession in the current dynamic global organizations.

However, though the two universities offer the same course, George Washington University provides has gone technological to an extent of inviting expertise in the human resource development programs of differentiated cultural diversity database amongst organization and individuals needing special attention. The program contains various courses including internships programs Most causes are undertaken during evenings to allow students undertake their employment duties. Courses include technology in organization, behavioural analysis. The requirements in these programs are similar to those stipulated by the Columbia Teachers College. The two universities have their syllabus and reading materials on their website to be accessed by interested students and interested parties. Generally, the two programs are designed in a manner that ensures that students are equipped with general human resource foundation. However, Human

Resources & Organizational Studies offered by George Washington University is more flexible and allows students to create their own specialization areas as the program is driven by creativity and system thinking.

Professional Association

SHRM and AHRD are all human resource development associations that play a major role in the development of human resources apart from certifying its members apart from developing networks to lobby various issues dealing with labour management. However, though SHRM labour management, but its commitments are mainly on the provision of better human resources. according to the recent conference held by AHRD and SHRM though at different times but all aims at incorporating research in the development of human resource to ensure innovations and creativity. The two associations offers various tracks but dealing with different fields. For instance, AHRD has offered HRD performance and strategies, while the latest track produced by SHRM is workplace learning.

The two organizations for a long period of time have been lobbying for organizations and governments both federal and state governments on workplace laws and practices. However, SHRM has been establishing necessary certification programs for human resources. On the other hand, offers value creation and innovations, building and offering human resource interventions and strategies that help organizations achieve competitive advantage. While AHRD is open to members from the whole world provided that they are human resource development researchers, practitioners and students. It has no other restrictions upon its members. On the other hand, SHRM does not require members working, researching nor students in HRD. This is because the association has different membership levels including professional members, general members and associate members. where professional members are those who have worked in HRM profession for

more than three years, general members are those in HRM but no working experience, and associate members category comprising of these not experts in HRM, but interested in HRM. The SHRM publishes various monthly HR magazines and journals that are available online. On the other hand, AHRD publishes its journals four times in a year, emphasizing mainly on human resource development research and practices. Besides annual conferences and organized and/or published by the two associations, offers various professional development to their members through blogs and annual trainings, apart from offering certification of its members.

I totally fit in the two associations as with enough knowledge in human resource development, which is a very a very important factor in the association's resources. with good policy knowledge, I will be of great help in developing by-laws and carrying out research in human resource development. Moreover, my education and research background in special education will be of great importance in lobbying for equal employment opportunities that will also consider individuals with special needs. In addition, with crucial information in organization needs, I will be of great help in the association especially in outlining HR approaches in the organizational context in which human resource plays a crucial role in implementing business strategies and their values to the organization. Nevertheless, my knowledge in research and critical thinking, I will add value to the overall picture in the human resource profession as its weakness has been the incorporation of career development as well as mentoring activities in the human resource as a whole. On top of normal research on human resource development, there is need for more research on developing the skills and abilities of disabled individuals, and this will not only require Human resource professionals, but a multi-disciplinary panel comprising of scholars from different fields including special education to look at ,most recent thinking strategic management (DeGraff 2010).

References

- DeGraff, J. (2010). The Changing Environment of Professional HR Associations. *Cornell HR Review*. 4(2)345-354.
- Craig, R. (2013). *Organization and Leadership*. retrieved on 21st September 2013 from:
www.tc.columbia.edu/academics/catalog-archives/0607/pdf/OrganizationandLeadership.pdf

SAMPLE
Primeessaywritings.com