

Master of Science: Organization, Learning, & Technology (OLT)

The Master of Science in Organization, Learning, and Technologies program taught me how to lead others within the workplace or a classroom. I studied instructional and training design, different learning technologies, human resource development, and organizational leadership in various organizational settings, including for-profits, non-profits, governmental agencies, social service sectors, and military and educational institutions. The 30-hour program was designed for students and working professionals who aspired to learn and improve themselves as leaders, trainers, and organizational improvement specialists.

- **Organization Development (OLT-514)**

- Hours: 3

This course familiarizes students with concepts, models, theories, and techniques for planning, facilitating, and evaluating Organization Development (OD) interventions. Students will develop skills and competencies necessary to carry out a variety of roles and strategies for internally and externally implementing Organization Development activities.

- **Fundamentals of Work Engagement (OLT-516)**

- Hours: 3

This course aims to explore current training and development policy and practices in today's organizations. The focus was on work engagement, an increasing area of interest that has implications for learning culture, performance, work/life balance issues, and a host of related topics.

- **Principles of Adult Learning (OLT-554)**

- Hours: 3

This course explores adult development to promote an expanded understanding of issues and practices in adult education. It also focuses on three core areas of concern in adult education: acknowledging learner experience, promoting autonomy and self-direction, and establishing teacher-learner relationships in the adult environment.

- **Workplace Learning, Development, and Performance (OLT-560)**

- Hours: 3

This course introduces the organization and implementation of work-based learning programs. Topics include the organizational environment and an analysis of the types of organizational programs needed to address organizational culture and needs. The course also includes an overview of legal issues. The process for conducting and implementing a needs assessment will be examined. Specific legal issues to meet the training needs of specific organizations will be identified.

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- **Cultural Issues in Organizations (OLT-515)**
 - Hours: 3
The capability to understand diverse cultures across the world and the skills to address cultural differences are essential for successful intercultural workplace learning practices in the current globalized society. This course will investigate the impact of culture and globalization based on the international human resource development (HRD) perspectives. Cultural factors that influence international HRD will be examined to understand the nature of intercultural workplace learning. And then, the roles of international HRD professionals will be explored for developing intercultural workplace learning practices.
- **Talent Development (OLT-597)**
 - Hours: 3
The purpose of this course was to facilitate learning of talent development practices in the real world. This course investigated the theoretical foundations of specific talent development practices with a special emphasis on how these practices are represented in films. The focus was on people analytics, job crafting, and career development which has significant implications for workplace learning, performance improvement, employee engagement, and a host of related topics.
- **Organizational Leadership (OLT-553)**
 - Hours: 3
This course includes topics related to theories of leadership and their relevance to the work of workplace learning and performance as well as organizational effectiveness, changes, and improvement. The focus of the course is directed toward the individual and the organization. Through cases and self-analyses, students will learn about major approaches to organizational leadership and improve their own leadership practices.
- **Performance Consulting (OLT-575)**
 - Hours: 3
This course surveys performance technology approaches and tools to improve the performance of employees, work groups/processes, and the organization. Students will collaboratively identify the type of performance analysis opportunities (e.g., a new technology/program/policy roll-out, problem fix, people development, strategy development), conduct a performance analysis gathering related information/data, examine popular instructional and non-instructional performance solutions, suggest interventions based upon the result of the performance analysis, and plan for implementation and evaluation of programmatic solutions – doing all or most of these in close cooperation with the clients.

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- **Utilizing Effective Instructional Technologies (OLT-510)**
 - Hours: 3
This course provides an overview of instructional technologies that may be integrated into teaching educational content in a digital format. We created an Online Course to develop our skills in building learning materials to be integrated for online delivery. Students will learn how Web 2.0 technologies are impacting education. Students will analyze some innovative ways to integrate Web 2.0 technologies for education. A description of the paradox of utilizing technology for education will be given. Innovative examples of integrating Web 2.0 Technology for education will also be examined.

- **OLT 595 - Research Methodology**
 - Hours: 3
This course provides an overview of research methodology including core concepts and common procedures employed in quantitative and qualitative research methods.