Human Resource Development.  Instructions: The Final Project requires you to develop a Training and Organizational Development (OD) proposal and presentation to senior management targeted at improving diversity training within an organization of your choice. Many organizations have extended the management of diversity programs beyond HRD programs and processes by changing human resource management (HRM) policies and programs to meet the special needs of the new workforce. A growing number of organizations are holding line management accountable for diversity goals. For example, incorporating diversity goals into their performance evaluation process, and measuring improvement in relation to pre-established target goals annually. As the HRD manager of your organization, what new training programs and processes would you propose to senior management to develop effective recruiting and selection methods to attract more minorities and women to your organization? Explain how HRD methods can be used to help manage a culturally diverse workforce. For example, how will you overcome language and discrimination issues that will ultimately lead to a climate in which all employees can thrive within the organization and contribute to its success? Submission Instructions: Submit your work as an MS PowerPoint (.ppt) presentation (Note: no other slide presentation software will be accepted!). Presentation must include at least 15 content slides, in addition to a title slide, introduction slide, and reference slides at the end of your presentation (i.e., the minimum number of slides is 15). Must include research conducted, effectiveness of the proposed training program, the credibility and appearance of the PowerPoint presentation, critical thought, and APA format. In addition, you are expected to use the Notes section of the PowerPoint presentation to enhance the depth and scope of the narrative portion of their presentation, while avoiding lengthy narrative on the PowerPoint slides. Refer to Purdue OWL (Welcome to the Purdue OWL) for APA PowerPoint Slide Presentation Guidelines. Please support your ideas, arguments, and opinions with independent research, include at least five (5) supporting references or sources (NOT Wikipedia, unknown, undated, or anonymous sources) in the reference section, and properly cite all references within the text of your PowerPoint presentation, in accordance with the 7th edition of the APA manual, chapters 6 & 7. Course Description: Training and development is no longer an option for organizations – continuous learning has become an essential requirement for those companies that wish to sustain market share and compete successfully in the marketplace. This course provides a comprehensive overview of the training and development function and is applicable to all organizations and jobs. Training methods, theories, research findings, and issues regarding training, employee development, and the career management function in organizations will be explored. Course Scope: Objectives After successfully completing this course, you will be able to: • LO1: Describe how HRD is linked to the overall goals and strategies of an organization. • LO2: Identify the major external and internal factors that influence employee behavior. • LO3: Describe the role that learning styles, learning strategies, and perceptual preferences play in learning. • LO4: Determine when various training techniques are more or less effective, depending on the situation. • LO5: Describe the activities involved in designing and implementing an HRD program. • LO6: Discuss the various types of training evaluation processes. • LO7: Describe employee socialization processes. • LO8: Analyze coaching and performance management. • LO9: Explain the career development process. • LO10: Explain specific ways that management development can be/is linked to organizational performance and improvement. • LO11: Identify the various forms of discrimination, and the effects on organizations.