Learning, Technology and Leadership Education

**College of Education**

**LTLE 150. Information in Contemporary Society.** 3 credits.
Concerns the individual's need for information, especially that which will assist in solving problems related to everyday needs and interests and with the agencies and resources which can help to meet those needs. Will not count as social science course for teacher licensure.

**LTLE 240. Introduction to Human Resource Development.** 3 credits.
An introduction to the role and scope of human resource development with particular emphasis on required competencies for HRD professionals. Critical moral and ethical issues are introduced. Prerequisite: Must be declared HRD or educational media minor.

**LTLE 245. Leadership in Organizational Settings.** 3 credits.
An examination of the principles of leadership and their application to group settings. Emphasis will be placed on the critical appraisal of the facets of leadership through the use of cases and readings. Prerequisite: Must be declared HRD or educational media minor.

**LTLE 370. Instructional Technology.** 3 credits.
Principles and procedures of a teaching/learning process designed to provide reliable, effective instruction to learners through systematic application of instructional technology. Includes selecting, producing, evaluating and utilizing nonprint media and equipment for application to instructional process.

**LTLE 372. Visual Literacy.** 3 credits.
This foundational course will cultivate the ability to evaluate and create conceptual visual representations. Students will practice the necessary critical attitude, principles, tools and feedback to develop their own high-quality graphics for learning and performance. Topics also include the impact of visual literacy on the learning process related to instructional design, instructional technology and information presentation.

**LTLE 374. Photography for Learning.** 1 credit.
Students will develop a basic understanding of the principles of photography, including the use of related digital equipment and the 35mm SLR camera. Note: All needed equipment will be supplied.

**LTLE 375. Selected Topics in Media.** 1-3 credits.
An in-depth study of a narrowly defined topic or practice in media. May be repeated for credit when course content changes.

**LTLE 376. Video for Learning.** 1 credit.
Students will develop an intermediate understanding of the principles of instructional video design, production and post-production editing including the use of related hardware and software. All needed equipment will be supplied.

**LTLE 378. Web Design for Learning.** 1 credit.
Students will develop an intermediate understanding of the principles of website design including the use of HTML and design templates. Note: Server space will be provided for one semester. Students may move their websites to another server space afterward.

Provides the basic skill level for students in the area of performance analysis and subsequent assessment. Particular emphasis is placed on actual analysis and assessment situations with application to program and curricular design. Prerequisites: Human resource development minor and LTLE 240.

**LTLE 385. Foundations of Instructional Design.** 3 credits.
The purpose of this course is to apply instructional theory to the creation of instructionally sound education programs and materials.

**LTLE 400. LTE Internship.** 3 credits.
A structured internship experience designed to provide students with the opportunity to contribute within an actual work setting the role and scope of human resource development efforts. Minimum 400-hour experience approved by the program coordinator. Credit may not be earned for both LTE 400 and 401. Prerequisite: Adviser permission required.

**LTLE 470. Diversity and International Human Resource Development.** 3 credits.
The course prepares students for meeting the challenges presented by globalization and workforce diversity in HRD. Topics include the impact of increasing globalization and diversity on HRD and the workplace, cross-cultural communications, conflict resolution in diversity settings, global diversity management, ethics and cross-culture leadership competencies. It examines and explores theories and techniques for dealing with institutional "isms" (e.g. multiculturalism, sexism, ageism). Prerequisites: LTE 240 and LTE 245; Must be a human resource development or educational media minor or major.

**LTLE 475. Seminar in Leadership.** 3 credits.
Designed to provide senior-level students with the opportunity to face some of the dilemmas of leadership. Students will be encouraged to critically examine leaders and organizations to draw from real events the ambiguities of leadership. Course will involve extensive reading, case work and a range of guest speakers. Prerequisite: LTE 245.

**LTLE 480. Learning in Adulthood.** 3 credits.
A study of the learning processes of the adult learner with an emphasis on adaptations of the instructional process to accommodate the differences inherent in the adult learning environment. Practical applications to actual adult learning situations are included.

**LTLE 485. Development of Materials and Programs.** 3 credits.
This course is designed to provide students with the basic skills necessary to design and develop performance-based training programs and courses. Emphasis will be placed on the actual design and development of training materials. Prerequisites: LTE 240, LTE 245, LTE 370 and LTE 380.

**LTLE 490. Special Study in LTE.** 1-3 credits.
Designed to provide in-depth and up-to-date exposure to the topics/issues pertinent to human resource development and allow students to explore topics of special interest in human resource development. Prerequisite: Permission of the instructor.

Management

**College of Business**

**MGT 305. Management and Organizational Behavior.** 3 credits.
A study of management functions, decision processes and human behavior in business organizations. Ethical and political considerations are addressed, as are behavioral science research and its applicability to understanding organizational behavior. Prerequisites: Junior standing (60 hours) and a cumulative 2.0 grade point average in all courses taken at JMU. Open only to non-business majors.

A study of employer-employee relationships in business and industry including personnel policies and methods; selection, placement, training and promotion of employees; and recent trends in employment practices. Prerequisites: COB 360 or PPA major (or minor), having completed PUAD or PPA 265.

**MGT/MS 370. Quality Management.** 3 credits.
An introduction to the management of quality in organizations. Topics include statistical quality control, the design of quality management programs. Emphasis will be placed on the critical appraisal of the facets of leadership through the use of cases and readings. Prerequisite: Must be declared HRD or educational media minor.

**MGT 372. Entrepreneurship.** 3 credits.
A comparative analysis of management styles and organizational effectiveness across cultural boundaries and within other political, legal and economic environments. Prerequisite: COB 300.

**MGT 375. Business Ethics and Social Responsibility.** 3 credits.
A study of the ethical decision and behaviors in modern business organizations. Alternative perspectives of right and wrong will be considered. A highly interactive case study experience. Students will analyze and discuss ethics-related current events, case studies, real-world scenarios and common ethical dilemmas in order to improve skills in recognition, understanding and decision-making related to business ethics and social responsibility at various organizational levels. This course is open to students in any COB major provided they meet the course prerequisites. Prerequisite: COB 300 or permission of the instructor.

**MGT 390. Organizational Behavior.** 3 credits.
This course examines the determinants of work behavior in organizations. Topics to be covered include individual differences, work motivation, leadership and work values and attitudes. Issues of measurement, survey design and personnel psychology will be emphasized. Prerequisite: COB 300.

**MGT 398. Special Topics in Management.** 3 credits.
This course is designed to provide students with the opportunity to face some of the dilemmas of leadership. Students will be encouraged to critically examine leaders and organizations to draw from real events the ambiguities of leadership. Course will involve extensive reading, case work and a range of guest speakers. Prerequisite: LTE 245.

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