

Master of Science in Human and Organization Performance Effectiveness

The Master of Science in Human and Organization Performance Effectiveness is designed to prepare leaders to think critically about performance goals, improve organizational alignment, and implement solutions across departments. Students will learn to assess organizational challenges, design targeted interventions, and measure the effectiveness of strategies.

This program provides practitioners with an understanding of and ability to address these issues through an action-based curriculum that addresses the following areas:

- Human motivation
- Instructional design and assessment
- Learning and development of employees
- Organizational change
- Organizational communication
- Organizational systems and assessment
- Organizational performance management (metric creation and tracking)
- Resource allocation
- Strategic planning and action

This program is ideal for profit, nonprofit, government, and military sectors, and is particularly relevant for functional areas in training and development, industrial relations, human resource management, performance management, process improvement, and strategic management. Coursework is focused on aligning the professional development needs of employees with the broader goals of their respective organizations. Graduates of the program will be prepared to better meet the present and future demands of the workplace and workforce.

In addition to all [University requirements for admission to graduate studies \(https://gradapply.ku.edu/apply/\)](https://gradapply.ku.edu/apply/), admission to the MS in Human and Organization Performance Effectiveness requires:

- A cumulative undergraduate GPA of 3.0 or better, from a regionally accredited institution. An applicant with a cumulative undergraduate GPA less than 3.0 may be considered for admission upon review of overall credentials.
- A resume.
- A statement of purpose outlining your goals and how these goals could be satisfied by studying human organizational performance, maximum of three pages.

These are the admission requirements in place at the time this catalog content was published.

Code	Title	Hours
HU-C 800	Explaining the Human and Organizational Performance Effectiveness Framework	1

HU-C 801	Analyzing Performance Using the HOPE Approach	1
HU-C 802	Design, Selecting, Developing, and Implementing Performance Interventions	1
HU-C 803	Evaluating Performance Using the HOPE Approach	1
HU-C 804	Designing Workplace Training	1
HU-C 805	Designing Cognitive Support	1
HU-C 806	Interpersonal and Organizational Communication Strategies	1
HU-C 807	Persuasive Communication	1
HU-C 808	Organizational Networks in Communication	1
HU-C 809	Employee Selection and Development	1
HU-C 810	Effective Employee Onboarding	1
HU-C 811	Motivation and Performance Improvement	1
HU-C 812	Systemic Organizational Culture Analysis	1
HU-C 813	Organizational Culture and Team Effectiveness	1
HU-C 814	Practical Applications of Motivation Theories	1
HU-C 815	Understanding Change and the Organization	1
HU-C 816	Planning the Change Process	1
HU-C 817	Stakeholders and Communication in Change	1
HU-C 818	Preparing to Launch a Strategic Planning Process	1
HU-C 819	Producing a Strategic Plan	1
HU-C 820	Strategic Planning Implementation and Monitoring	1
HU-C 821	Developing Organizational Performance Measures	1
HU-C 822	Data Collection and Analysis	1
HU-C 823	Using Performance Data to Inform Alignment of Goals and Resources	1
HU-C 824	Organizational Process Analysis	1
HU-C 825	Organizational Process Improvement	1
HU-C 826	Resource Allocation	1
HU-C 827	Capstone Consulting Skills	1
HU-C 828	Capstone Needs Analysis and Planning	1
HU-C 829	Capstone Implementation and Review	1
Total Hours		30

At the completion of this program, students will be able to:

- Identify, evaluate, and address individual performance and training concerns in relation to organizational goals and performance.
- Analyze, synthesize, and implement theories of organizational systems, motivation, and change in order to successfully address individual and organizational performance.
- Develop, implement, and evaluate strategic planning and performance metrics based on analysis of the organizational environment (internal and external) and contributions to society and organizational success.
- Demonstrate the ability to effectively communicate across organizations ideas using a variety media (oral, written, visual) and writing formats (formal/informal, technical/academic) with an intentional focus on various audiences in order to influence decisions and strategies.