Master of Science in Human and Organization Performance Effectiveness

The Master of Science in Human and Organizational Performance Effectiveness is designed to prepare leaders and managers from functional units to think differently about performance goals and to work across departmental or divisional boundaries to identify and solve alignment issues. Solutions to organizational misalignment must be grounded in assessment of the current situation, clear strategies for intervention, and assessment of the impact.

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, and strategic management. Students are provided with a broad foundation of theory in critical thinking, communication, organizational systems, organizational change, performance management, strategic management, and instructional design. 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.

Courses in this program are primarily offered online with a few select courses offered in-person at the Edwards Campus in Overland Park, KS.

Admissions

An applicant seeking to pursue graduate study may be admitted as either a degree-seeking or non-degree seeking student. Policies and procedures of Graduate Studies govern the process of Graduate admission. These may be found in the Graduate Studies (https://catalog.ku.edu/graduate-studies/) section of the online catalog. For more information on admission to graduate programs at KU, see the policy on Admission to Graduate Study (http://policy.ku.edu/graduate-studies/admission-to-graduate-study/).

Applications may be submitted at http://graduate.ku.edu/ku-graduate-application (http://graduate.ku.edu/ku-graduate-application/).

The following materials must be included to submit a complete application for admission:

- Official transcript from the institution where the bachelor's degree (or equivalent) was earned

For admissions to KU's Master of Science in Human and Organization Performance Effectiveness program, applicants must have:

- A minimum 3.0 cumulative undergraduate GPA
- Students with a cumulative undergraduate GPA less than 3.0 may be considered for admission upon review of overall credentials

Code	Title	Hours
Required courses		
HUOP 840	Foundations of Human and Organization Performance Effectiveness I	3
HUOP 841	Analyzing Organizations, Data, and Change	3
or PUAD 845	Managing Public Organizations	
HUOP 842	Human Motivation and Incentive Systems: Setting Expectations and Giving Feedback	3
HUOP 844	Foundations of Human and Organization Performance Effectiveness II	3
PFS 823	Organizational Change and Communication	3
or PUAD 854	Innovation and Organizational Change	
HUOP 896	Capstone Project in Human and Organization Performance Effectiveness	3
Electives - Choose four of the following courses in consultation with your advisor		12
HUOP 843	Corporate Training and Instructional Design	
HUOP 845	Organization Performance Management and Resource Allocation	
HUOP 854	Task Analysis	
HUOP 855	User Centered Design	
HUOP 857	Talent Development: Recruit, Train, Retain	
PFS 801	Interpersonal and Persuasive Communication Skills for Managers	
PFS 802	Managing Teams and Leading People	
PFS 803	Financial Management for Professional Success	
PFS 804	Project Management for Professionals	
PFS 821	Employee Onboarding and Role Development	
PFS 833	Communication and Team Development	
PFS 856	Technical Writing	
PUAD 857	Performance Management and Governance	
PUAD 858	Performance Audit	
PUAD 863	Program Evaluation	
SW 840	Multi-System Community-Engaged Program Design	
SW 842	Agency-Based Evaluation	
SW 843	Leadership and Supervision in Program Management	
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.