

HRPDP (Human Resources Professional Development Program)

Project Phase: ADDIE, 2018-2020

Organizational Strategy: Skill, Progressive Competency Based (Loosely mapped to [Society of Human Resource Management \(SHRM\) Body of Competency and Knowledge](#))

Participants are strongly encouraged to engage in additional professional development activities including obtaining SHRM certification.

Objective: Restore the Human Resource Generalist role from a transactional to consultative role with greater focus on accurate risk assessment.

Audience: HR Generalists, level 2 and 3 UC Berkeley

Delivery: Blended, 6 core eLearning (asynchronous) modules plus in person case study (synchronous).

	Introduced					
	Outcome 1: Knowledge	Outcome 2: Knowledge and Skills	Outcome 3: Knowledge and Skills	Outcome 4: Skills	Outcome 5: Dispositional	Reinforcement Strategy
	Conceptual	Informational	Technical	Relational	Personal	
	Conceptual, legal and theoretical foundations of human resource management.	Institution specific functional knowledge of programs, policy, procedure and resources.	HRMS systems and technological resources.	Interpersonal Communication Skills: Building the rapport needed to facilitate client rapport.	Critical analysis and self- assessment of HR practice. Dispositional growth.	
						Reinforcement: Pre and post quizzing
Courses and Learning Activities	Asynchronous, self-study, self-paced (bCourses) Content organized as 1) read and review (evaluation level) 2) watch and listen (evaluation level) (3) problem solve (synthesis level) 4) analyze (analysis level).					
SHRM Competency Consistent - Organization (Knowledge) + Ethical Practice, Communication, Critical Evaluation and Relationship Management (Behaviors)						
Legal Aspects of HR	K	S		B	R	
Classification Overview	K	S				
Core Consulting Skills	K	S		B	R	
SHRM Competency Consistent - People (Knowledge)						
Module 101: Talent Acquisition	K	S	S	B		Q
Module 102: Compensation	K	S	S	B		Q
Module 104: Corrective Action, Progressive Discipline	K	S	S	B		Q
Module 105: Total Benefits	K	S	S	B		Q
SHRM Competency Consistent - Workplace (Knowledge)						
Module 103: The Interactive Process	K	S	S	B		Q
Module 106: Family Medical Leave Act	K	S	S	B		Q
Module 107: The Layoff Process	K	S	S	B		Q

Courses and Learning Activities	Program assumes Generalists will have gone through self-paced modules before live sessions. Synchronous, instructor led (Zoom) Case based, 1) practice & debate 2) solve 3) perform 4) respond (analysis and application level).					
Module 201: Talent Acquisition	K	S	S	B	R	Manager Post session interview
Module 202: Compensation	K	S	S	B	R	Manager
Module 203: The Interactive Process	K	S	S	B	R	Manager
Module 204: Corrective Action, Progressive Discipline	K	S	S	B	R	Manager
Module 205: Total Benefits	K	B	B	B	R	Manager
Module 206: Family Medical Leave Act	K	B	B	B	R	Manager
Module 207: The Layoff Process	K	B	B	B	R	Manager