Theory, Philosophy, and Perspectives in HRD

This module is designed to help you understand core theories, philosophy, paradigms, and perspectives (learning vs. performance) of HRD. In doing so, you will comprehend the issues and trends influencing the profession and practice of HRD and leadership development. With the scholarly research prospectus and annotated bibliography assignments, you will have opportunities to analyze in-depth an aspect of one of the domains of HRD practice. Upon the completion of this module, you will be able to:

1. Describe the role and purpose of theory, philosophy, and paradigm  
2. Discuss the core theories of HRD and how each theory contributes to conceptualizing HRD   
3. Compare the dominant paradigms in HRD thinking and practice

**Must-to-do learning activities this week:**

1. Read Chapter 4, 5, and 6 of the textbook
2. Search the following article Read:

- Lynham, S. A. (2002). The general method of theory-building research in applied disciplines. *Advances in developing human resources, 4*(3), 221-241.

- Kuchinke, K. P. (1998). Moving beyond the dualism of performance versus learning: A response to Barrie and Pace. *Human Resource Development Quarterly, 9*(4), 377-384.

- Yawson, R. M. (2013). Systems theory and thinking as a foundational theory in human resource development—A myth or reality?. *Human Resource Development Review*, 12(1), 53-85.

- Storberg, J. (2002). The evolution of capital theory: A critique of a theory of social capital and implications for HRD. Human Resource Development Review, 1(4), 468-499.

1. Complete the 'Week 2 Reflection Report' Complete 'Bi-weekly Discussion

#### [Theory, Philosophy, and Perspectives in HRD](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847)

###### **Chapters**

* 1. [What is a theory?](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26318)
     + [Theory-building Strategies](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26319)
     + [The cycle of theory-building](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26320)
     + [A core theory of a discipline](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26321)
  2. [A core theory of HRD](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26322)
     + [Systems Theory](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26323)
  3. [Paradigms of HRD](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26324)
     + [Critique on performance paradigm](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26325)
     + [Theories and models of learning](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26326)
     + [Workplace Informal Learning](https://lsuonline.moodle3.lsu.edu/mod/book/view.php?id=164847&chapterid=26327)

Reflection report should consist of two sections: 1) what interests you the most (key learning points), and 2) why? I underlined ‘why’ because it should reflect your own, unique experiences and perspectives. In each learning point, please make sure to identify which assigned article/book chapter you indicate using APA formatting (please include at least three of the assigned readings). Each report should be two-pages in length and single-spaced (don’t forget to insert your name and submission date on the top of the report).