

**Degree and Major: PhD in Human Resource Development**

After completing the Human Resource Development (HRD) PhD degree program at UT Tyler, the student can

Soft Skills	Hard Skills	Unique Features of Program
<ul style="list-style-type: none"> <li>Critically evaluate and synthesize peer-reviewed empirical literature</li> </ul>	<ul style="list-style-type: none"> <li>Serve as a subject matter expert in an HRD area</li> <li>Enact a related research agenda</li> </ul>	<ul style="list-style-type: none"> <li>Be taught and mentored by leaders in the field of HRD including past and present editors of the field's top journals</li> </ul>
<ul style="list-style-type: none"> <li>Create new knowledge by conducting conceptual and empirical research in an ethical manner</li> </ul>	<ul style="list-style-type: none"> <li>Develop and test human resource development theories</li> </ul>	<ul style="list-style-type: none"> <li>Conduct all analyses in the General Linear Model using SPSS and R as well as advanced qualitative and quantitative methods needed to meet the student's academic and professional goals</li> </ul>
<ul style="list-style-type: none"> <li>Communicate research results to a broad range of stakeholders in both research and practical settings</li> </ul>	<ul style="list-style-type: none"> <li>Apply human resource development theories including career development, training development, and organizational development, to solve performance problems in organizations.</li> </ul>	<ul style="list-style-type: none"> <li>Develop internal and/or external organization development consulting skills</li> </ul>
<ul style="list-style-type: none"> <li>Apply theory and evidence-based practices including the facilitation of learning and change to solve performance problems in organizations</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to the body of HRD knowledge</li> </ul>	