Title : The Evolution of Human Resource Development: Social Network Analysis Approach

Time : 30 mins

Target Audience : Master Level Students in HRD / OD / WORKFORCE

Learning Objectives:

* Explore the history of HRD
* Identify and understand the critical aspects of HRD
* Evaluate how the social network approach can be used in capturing structural and relational characteristics of a scholarly community

Format : Webinar

Course : EADU 819

Abstract :

In spite of the relatively short history of the study of HRD as a scholarly discipline, the HRD paradigm has been evolving in the scholarly community. In this lecture, I explore issues and subjects of evolving characteristics of HRD studies in terms of a structural and relational approach, social network analysis. This lecture begins with a brief history of HRD and introduces discussions pertaining to the HRD paradigm. The history of HRD has evolved over time. It is important to understand specific concepts surrounding HRD in order to gain insight into the evolution of human resource development as a study. Within this historical trace or evolution, there has been a continuous effort to define HRD. This lecture will discuss the HRD paradigm that reflects the continuous effort of identifying specific concepts of HRD. Historical changes or perspectives on HRD have been archived in the form of journal articles and shared widely to scholars and practitioners in many publications. Structures of key concepts, authorship, citation information that remain in these publications are important empirical evidence that reflect the discussions on HRD paradigm and historical change. These issues have been studied in Scientomatrix which is known as science of science. Because of the recent developments of technology and computing power, relational approaches in HRD have been adapted in order to study the evolutionary characteristics of HRD as a scholarly discipline. Social network analysis as a method for capturing structural and relational characteristics of HRD will also be introduced by demonstrating recent findings from the relational approaches.