

## **MASTER'S OF SCIENCE IN ADMINISTRATION**

### **Human Performance Technology Specialization**

#### **Mission Statement**

*The Departments participating in the MSA program ensure that graduates, in their full diversity, achieve mastery of the skill sets that will enable them not only to perform the professional work tasks in their respective fields competently but also to assume roles as strategic team members who can apply innovative planning and problem solving to further the goals of their organizations.*

#### **Student Learning Outcomes**

Students with a MSA in Human Performance Technology should be able to do the following:

#### **Content**

- Analyze real-world individual and organizational performance problems, using HPT concepts and the HPI model.
- Generate a conceptual framework that integrates HPT roles of analyst, solution specialist, change manager, and evaluator.
- Generate solutions to individual and organizational performance problems using Human Performance Technology concepts, the HPI model and processes.
- Design, develop, implement and evaluate solutions to real-world individual and organizational performance problems.
- Integrate successful fundamental business principles as part of an interdisciplinary solution set to address organizational issues in government and non-profit organizations.
- Identify evaluation strategies for use in administrative settings.

#### **Critical Thinking**

- Evaluate research and evaluation studies for applicability to real-world performance problems.
- Create solutions to performance problems using appropriate interventions, based on research and best practices.
- Apply strategies, models, and best practices to analysis, solution specialist, change manager, and evaluator job tasks.
- Apply fundamentals of economics, financial management, marketing management, organizational behavior, e Business systems and general management to enrich the administrative decision processes in governmental and non-profit settings.

- Analyze situations for evaluation design, questions, and strategies.

## **Communication**

- Communicate effectively with clients, end-users, and customers orally and in writing.
- Use technology effectively.
- Design strategies to interact with stakeholders from the HPT roles of analyst, solution specialist, change manager, and evaluator.
- Communicate with colleagues and constituents using current business and management terminology.
- Communicate results, policy, and procedures with colleagues and constituents.

## **Integrity/Values/Ethics**

- Practice appropriate ethical judgment.
- Develop responses to typical ethical conflicts found in the profession.
- Apply appropriate Code of Ethics elements to professional interactions.
- Explain and analyze the issues relating to management ethics and social responsibility.
- Describe and assess the processes of individual and group decision making, illustrating when each should be used in the context of Organization Learning.
- Apply ethical standards to evaluation processes and procedures.

## **Project Management**

- Work with others effectively to accomplish projects.
- Develop project management plans that outline project tasks, times, and milestones.
- Diagnose the effectiveness of a work team and prescribe ways for increasing group effectiveness within the context of Organization Learning.
- Structure evaluation processes for efficient and effective project completion.

## **Assessment of Student Learning Outcomes**

Students demonstrate knowledge, skills, and abilities throughout their academic preparation, culminating in a variety of capstone experiences where they synthesize program learning outcomes to showcase their experiences and knowledge. Students plan capstone experiences with advice, support and direction from their academic advisor. Each specialization includes a capstone experience that might include a showcase, research project, policy review, field experience, internship, or other like experience.

## **Job Prospects for MSA in Human Performance Technology**

### **Graduates**

Performance Analyst

Solution Specialist

Evaluator

Change Manager

Performance Consultant

Performance Technologist

Researcher

Developer/Trainer

Developer of Training/Non-Training  
Solutions

*Find out more about MSA in Human Performance Technology at  
UWF:*

*<http://uwf.edu/msaprogram/msa-hpt.cfm>*