WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Human Resource Management
COURSE NUMBER: HRM 311

I. RATIONALE:

Organizations today face many challenges in the management of their human resources. Whether employees work in a big company or a small non-profit agency, those employees must be recruited, selected, trained and managed. They also must be compensated and many will be given benefits of some type. In an environment in which the workforce keeps changing, laws and the needs of employers change too. Therefore, human resource management (HRM) activities continue to change and evolve, and this course will discuss these various events.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
The student will discuss the evolution of human resource management theories, principles and trends that will affect the future.

Learning Outcomes: The student will:

A-1 Identify the seven categories of HR activities.
A-2 Describe how the major roles of HR are being transformed.
A-3 Discuss the major challenges of an HR professional.
A-4 Determine why ethical issues affect HR management.
A-5 State how legal, political, cultural, and economic factors affect global HR management.
A-6 Explain strategic HR management and how it is linked to organizational strategies.

GOAL B:
The student will explain how the functions of human resource management are strategically integrated into the organization’s business plan and legal environment.

Learning Outcomes: The student will:

B-1 Discuss key EEO laws and recordkeeping requirements that impact the HR area.
B-2 Describe job analysis and the stages and methods used in the process.
B-3 Explain internal and external recruiting methods.
B-4 Describe various selection devices used to select the appropriate person to work in your organization.

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B-5 Define training and development and discuss why a strategic approach is important in the training process.

B-6 Identify the components of a performance management system.

B-7 Outline the process of building a pay system as well as strategic benefit considerations.

B-8 Define health, safety, security and the concerns surrounding each in the working environment.

B-9 Explain what a union is and the typical collective bargaining process.

**GOAL C:**
The student will demonstrate effective written and oral communication skills when discussing human resource theories, principles and trends to all stakeholders.

**Learning Outcomes:** The student will:

C-1 Select an appropriate human resource management topic for a written term paper.

C-2 Research HR journals, books, texts, articles and websites whereby information will be included in the term paper.

C-3 Prepare a term paper using the APA style of citing references.

C-4 Incorporate practical HR examples to enhance the theory, principles and trends in the field.

C-5 Organize an individual or group presentation focusing on an HR topic to be presented to the remaining members of the class.