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.
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  Develop a paper using APA style on a human resource management topic.
- C-2  Research HR journals, books, texts, articles and websites whereby information will be included in the term paper.
- C-3  Incorporate practical HR examples to enhance the theory, principles and trends in the field.
- C-4  Develop an individual or group presentation focusing on an HR topic to be presented to the remaining members of the class.

**IV. PROGRAM LEVEL COMPETENCIES:**
1. Demonstrate the ability to effectively exchange with stakeholders through clear, concise, research-based verbal, written, electronic, and other communication formats.
2. Apply appropriate legal, ethical, diversity, and inclusion leadership standards as required by business management professionals in a global and pluralistic society.
3. Demonstrate effective information literacy in the synthesis of the principles and practices of Human Resource Management to contribute to the success of the business.
4. Effectively use technology and quantitative techniques in the field of Human Resource Management to solve basis, as well as critical, issues and problems.

**V. WILMINGTON UNIVERSITY GRADUATION COMPETENCIES:**
1. Oral Communication
2. Written Communication
3. Disciplined Inquiry
4. Information Literacy
5. Ethics

**VI. MAJOR ASSIGNMENT(S) USED FOR OUTCOMES ASSESSMENT:** Students will develop a paper using APA style on a human resource management topic.