I. RATIONALE:

The role of Human Resources Management is essential to the long-term continuity, competitiveness and profitability of an organization. The level of integration between the HRM function and the strategic management process is critical to sustain continuous growth in the global marketplace.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
To discuss the role of the Human Resource Management function in the corporate effort to gain a competitive advantage.

Learning Outcome: The student will:

A-1 Discuss the roles and activities of a company’s human resource management function.
A-2 Discuss the implications of the economy, the makeup of the labor force, and ethics for company sustainability.
A-3 Discuss what companies should do to complete in the global marketplace.
A-4 Identify the characteristics of the workforce and how they influence human resource management.
A-5 Discuss human resource management practices that support high performance work systems.
A-6 Provide a brief description of human resource management practices.

GOAL B:
To describe the concept of strategy and develops the strategic management process.

Learning Outcome: The student will:

B-1 Describe the differences between strategy formulation and strategy implementation.
B-2 List the components of the strategic management process.
B-3 Discuss the role of the HR function in strategy formulation.
B-4 Describe the linkages between HR and strategy formulation.
B-5 Discuss the more popular typologies of generic strategies and the various HR practices.

B-6 Describe the different HR issues and practices associated with various directional strategies.

GOAL C:
Describe the U.S. legal system, including the legislative bodies, regulatory agencies, and judicial bodies whose decisions affect the legality of HRM practices.

Learning Outcome: The student will:

C-1 Identify the three branches of government and the role each plays in influencing the legal environment of HRM.
C-2 List the major federal laws that require equal employment opportunity and the protections provide by each of these laws.
C-3 Discuss the roles, responsibilities, and requirements of the federal agencies responsible for enforcing equal employment opportunity laws.

GOAL D:
Develop knowledge and skill in designing and developing human systems within organizations.

Learning Outcome: The student will:

D-1 Identify the need for usefulness of both job analysis and the techniques for performing job analysis.
D-2 Develop a basic job description.
D-3 Conduct a needs assessment.
D-4 Outline the characteristics of a performance measurement system that follows legal guidelines.

GOAL E:
Understand the implications of new technologies that can improve HR effectiveness.

Learning Outcome: The student will:

E-1 Discuss the types of new technologies that can improve the efficiency and effectiveness of HR.
E-2 Describe the various of methods and techniques for the delivery of traditional transformational HRM activities.
E-3 List the advantages and disadvantages of technology in HRM.

GOAL F:
Understand emerging ethical issues of Human Resources Management in the
information age.

**Learning Outcome:** The student will:

- F-1 Identify and discuss ethical issues in the business environment.
- F-2 Examine the reasoning process utilized in the application of ethical concepts to business moral dilemmas.
- F-3 Identify ethical concepts that provide the foundation for issue resolution.