

Prepared by the Department of Business

Date of Departmental Approval: March 2, 2015

Date Approved by Curriculum and Programs: March 9, 2015

Effective: Fall 2015

1. **Course Number:** BUS107  
**Course Title:** Human Resource Management
2. **Description:** Students learn about the principles and practices of human resource management including staffing, developing, motivating, leading and controlling the human resources of a business, government, or non-profit agency.
3. **Student Learning Outcomes:** Upon successful completion of this course, students are able to do the following.
  - Describe key HRM principles, concepts, values and terminology
  - Explain how legislation, ethics and social responsibility impact HRM practice
  - Demonstrate comprehension of HRM trends in a global and multicultural environment
  - Compare and contrast different HRM planning, recruitment, selection, performance assessment, development and retention strategies
  - Identify safe work place and EEOC guidelines
  - Explain compensation, incentive, and benefit approaches offered by various organizations
  - Compare and contrast union versus non-union environments
  - Summarize the activities involved in evaluating and managing employee performance
  - Compare and contrast different HRM strategies from a global perspective
4. **Credits:** 3 credits
5. **Satisfies General Education Requirement:** No
6. **Prerequisite:** None
7. **Semester(s) Offered:** Fall, Spring, Summer
8. **Suggested General Guidelines for Evaluation:** The course grade is based on an evaluation of homework assignments, quizzes, examinations and a term project.
9. **General Topical Outline:**

HRM trends	Employee development
EEOC and safe workplace	Employee retention
Job design	Compensation
Planning and recruiting	Incentives and benefits
Selection	Collective bargaining
Training	Global issues
Performance assessment	High performance teams