BUAD 4456: Human Resources Management

A. COURSE DESCRIPTION
   Credits: 3
   Lecture Hours/Week: *.*
   Lab Hours/Week: *.*
   OJT Hours/Week: *.*
   Prerequisites:
   This course requires the following prerequisite
   BUAD 3351 - Management
   Corequisites: None
   MnTC Goals: None
   Role of human resource management function: Strategic human resource management; equal employment opportunity (EEO); staffing; talent management and development; total rewards; compensation and benefits; risk management and worker protection; and employee and labor relations. Prerequisite: BUAD 3351.

B. COURSE EFFECTIVE DATES: 08/20/1997 - Present

C. OUTLINE OF MAJOR CONTENT AREAS
   1. Changing Nature of HRM
   2. Organization/Individual Relations and Retention
   3. Strategic HRM and Planning
   4. Legal Framework of Equal Employment
   5. Managing Equal Employment and Diversity
   6. Job and Job Analysis
   7. Recruiting in Labor Markets
   8. Selecting Human Resources
   9. Training Human Resources
   10. Talent Management and Development
   11. Performance Management and Appraisal
   12. Total Rewards and Compensation
   13. Variable Pay and Executive Compensation
   14. Managing Employee Benefits
   15. Risk Management and Worker Protection
   16. Employee Rights and Responsibilities
   17. Union/Management Relations

D. LEARNING OUTCOMES (General)
   1. develop and demonstrate knowledge of the Human Resources (HR) Management function as it is perceived and practiced in organizations today

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies
   None
F. LEARNER OUTCOMES ASSESSMENT
   As noted on course syllabus

G. SPECIAL INFORMATION
   None noted