Bemidji State University

MBA 6400: Managing Human Resources

A. COURSE DESCRIPTION

Credits: 3
Lecture Hours/Week: 0
Lab Hours/Week: 0
OJT Hours/Week: **.*
Prerequisites: None
Corequisites: None
MnTC Goals: None

This course focuses on strategic management of human resources within organizations. It examines employment relations; theories of selecting, developing, and motivating human resources. Topics include job analysis, hiring, performance appraisal, training and development, compensation, and labor relations.

B. COURSE EFFECTIVE DATES: 03/04/2014 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Strategic Management of Human Resources Within Organizations
2. Theories of Selecting, Developing, and Motivating Human Resources
3. Employment Relations

D. LEARNING OUTCOMES (General)

1. Evaluate the role and strategic nature of Human Resources Management within organizations
2. Evaluate and analyze the importance of Equal Employment Opportunity and diversity in the workplace
3. Apply use the tools and techniques of HR planning and Job Analysis
4. Evaluate the staffing function within organizations
5. Evaluate and analyze the role of Training within organizations
6. Apply the concepts, tools, and techniques of Performance Evaluation
7. Understand and apply the concepts of Rewards, Compensation, and Benefits
8. Analyze and apply Risk Management techniques within organizations
9. Apply the theories and practices underlying Employee Relations
10. Evaluate and analyze the role of unions and their interaction with management

E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted