

Bemidji State University

BUAD 4507: Talent Acquisition

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 a specific area in Human Resources Management, namely personnel selection and placement. In seeking to improve the performance and retention of employees, organizations recognize the importance of hiring as an important means to this end. This course is designed to provide a conceptual understanding of personnel selection practices, and how these practices contribute as a human resource (HR) function to job performance, organizational efficiency, and organizational effectiveness. This course will examine important concepts in personnel selection such as reliability and validity, as well as provide an understanding of various types of selection tests and assessments in current practice. Thus, part of this course will provide the background necessary for the future practice and application of personnel selection activities. As the course progresses, continually ask yourself, "How can I improve selection and placement processes in organizations?" Prerequisite(s): BUAD 4456.

B. COURSE EFFECTIVE DATES: 08/25/2019 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. This course concentrates on understanding the scientific perspective of talent acquisition.
2. Assumptions of the scientific perspective (as opposed to other ways of knowing)
3. Causal reasoning and causal inference (e.g., correlations, statistical significance)
4. Objectives of science (from a personnel selection perspective)
5. Psychological measurement
6. Individual differences from the perspective of Industrial-Organizational (I/O) Psychology
7. A new vocabulary, terminology, or industry jargon, used by the Government, the EEOC, the Supreme Court (and other Courts), and by HR Specialists

D. LEARNING OUTCOMES (General)

1. be able to evaluate the selection process and its relationship to other HR areas.
2. be able to develop a basic understanding of the inherent difficulties and constraints incurred in developing any selection program.
3. be able to discuss basic job analysis techniques and to incorporate them in valid selection measures.
4. be able to assess the growing body of legislation, federal regulation, and case law which govern personnel selection.
5. be able to explain terminology, concepts, and procedures by which selection programs are administered.
6. be able create measurement of job relevant characteristics (i.e., individual differences in cognitive ability, personality, etc.) used for predicting the job performance of applicants and making selection decisions with scientific foundations of valid selection measures.
7. be able to be able to utilize selection measures through psychometric properties (i.e., reliability and validity).
8. be able to develop skills in data analysis for personnel selection.
9. be able to demonstrate the appropriate methods of measuring and evaluating job performance, which serve as the criteria for judging the validity of selection measures.
10. be able to develop skills in decision-making in personnel selection.

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted