

Bemidji State University

BUAD 4800: Strategic Human Resource Management

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 examines the context of strategic human resource and develops a framework and conceptual model for the practice of strategic human resources and examines the actual practice and implementation of strategic human resources through discussing strategic issues that need to be addressed while developing specific programs and policies related to traditional functional areas of human resources.

Prerequisite(s): BUAD 4456.

B. COURSE EFFECTIVE DATES: 08/26/2019 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Part One ; overview of strategic human resource management, including competitive advantage, economy for human resource management, resource-based view of the firm, and implications of theory and practice of strategic human resource management.
2. Part Two ; global dimensions, including human resource strategy in international contexts, reframing global mindsets, and global competition.
3. Part Three ; strategy in action, to include knowledge-based competition, and scoring human resources on the business score card, as well as, responsible restructuring.
4. Part Four ; the role of HR department and HR professionals. This includes putting human resources policies into action, challenges in the age of globalization, and the corporate HR function in global organization, plus a look at future challenges and opportunities.

D. LEARNING OUTCOMES (General)

1. explain the importance of strategic human resources management to business success.
2. explain how employees are an investment.
3. analyze trends that affect strategic human resource management practices.
4. describe what strategic human resources is.
5. demonstrate how the design of work systems influence the practice of managing people in organizations.
6. apply relevant employment laws that influence the practice of managing people in organizations.
7. assess strategic issues related to staffing, training, performance management, compensation, labor relations, employee separation, and managing a global workforce.

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted