

# Inver Hills Community College

## BUS 1122: Human Resources Management

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Presents the evolving nature of Human Resource professionals' role in organizations. Topics include the strategic, administrative, and operational roles of Human Resource professionals, the strategic planning process, assessing internal and external environment of organization, measuring HR strategic contributions, examining ethical challenges, and formulating policies and creating implementation process in responding to legislative and regulatory environment.

**B. COURSE EFFECTIVE DATES:** 01/01/1998 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. The Role of Human Resource in Organization 28%
2. The Human Resource Strategic Process 15%
3. Assessing Internal Environment of organization from Human Resource Perspective 15%
4. Scanning External Environment 2%
5. Evaluating Human Resource Strategic Contributions 30%
6. Ethical Issues Affecting Organization 5%
7. Human Resources, Legislative, and Regulatory Environment 5%

### D. LEARNING OUTCOMES (General)

1. Describe the strategic role of HR professional in organization
2. Explaining the strategic planning process for Human Resources
3. Evaluate organizational internal and external environment
4. Measure Human Resources' strategic contributions effectiveness
5. Analyzes ethical issues affecting organizations
6. Recommends and implements organizational policies congruent with legislative and regulatory environment

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

None

### F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

### G. SPECIAL INFORMATION

None noted