

Inver Hills Community College

BUS 1122: Human Resource 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. Human Resource Operations, Ethics, and Compliance
 - Employee Relations
 - Employee Selection and Recruitment
 - Compensation and Benefits
 - Human Resource Development and Retention
 - Health, Safety, and Security

D. LEARNING OUTCOMES (General)

1. Describe human resource operations
 - Develop employee relationship plans for effective employee engagement
 - Design employee selection and recruitment processes
 - Develop compensation and benefit plans
 - Create human resource development and retention strategies
 - Design health, safety, and security plans
 - Explain ethics and compliance in HR operation

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted