

Inver Hills Community College

BUS 1119: Human Relations in Business

A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Examines human behavior and interaction in the organization. Emphasis is placed on developing more productive working relationships, and achieving desired results. Topics include: employer/employee relations, communication techniques, conflict management, work force diversity, and developing and managing effective teams, motivation, training, and development, talent management, developing leaders, and performance management.

B. COURSE EFFECTIVE DATES: 08/01/2003 - Present

C. OUTLINE OF MAJOR CONTENT AREAS

1. Key Legislations 12%
2. Human Relations Development and the Organization 12%
3. Organizational Development Initiatives 9%
4. Adult Learning and Motivation 16%
5. Training and Development 16%
6. Talent Management 10%
7. Developing Leaders 10%
8. Performance Management 15%

D. LEARNING OUTCOMES (General)

1. Describe organizational development theories and change management methods
2. Apply adult learning models to HRD programs
3. Develop/design and implement training and development programs for online, hybrid, and face-to-face meetings.
4. Evaluate talent management program effectiveness
5. Develop and implement performance review processes and policies aligned with organizational objectives.

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

None

F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

G. SPECIAL INFORMATION

None noted