MGNT 389 : Human Resource Management

Introduction to human resource management principles, processes and systems. Analysis of the components of human resource management including organizational assessment and human resource planning; recruitment and selection, compensation and benefits administration, training and development, employee relations, program utility analysis, human resource management information systems, computer integration in human resource programs, and employment laws.

Credits 3
CIP Code
52.0299
Prerequisites
or any 3 credit hours MATH. LIBR 150 may be taken concurrently.
Prerequisite Courses
ENGL 111
LIBR 150
MGNT 302
MATH 110
Course Outcomes
After successfully completing the course, the learner will be able to:
- Apply human resource management principles to recruiting, selection, training, retention, and evaluating performance of personnel.
- Comprehend factors that affect the relationship between employee and manager
- Demonstrate a basic understanding of Human Resource Management and it's essential role in contemporary organizations
- Understand HRM legal requirements and environments
- Demonstrate an understanding of the role of Human Resource Management in the strategic planning process
- Understands recruitment and selection processes and evaluate current job analysis methods
- Evaluates training, development and performance management programs
- Analyzes compensation methods and benefits planning
- Understand the ethical, social and legal responsibilities of managers
- Understands the nature of employee relations
- Demonstrates an understanding of the importance of workplace safety and health programs.