

WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: Human Resource Management

COURSE NUMBER: HRM 311

PRE-REQUISITE(S): BBM 201 or HRM 201 or program equivalent

COURSE DESCRIPTION:

This course reviews systems required to effectively recruit, select, train, and maintain a workforce. Particular emphasis is placed on training and development, wage and salary administration, and personnel planning.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will discuss the evolution of human resource management theories, principles and trends that will affect the future.

Learning Objectives: The student will:

- A-1 Identify the seven categories of HR activities.
- A-2 Describe how the major roles of HR are being transformed.
- A-3 Discuss the major challenges of an HR professional.
- A-4 Determine why ethical issues affect HR management.
- A-5 State how legal, political, cultural, and economic factors affect global HR management.
- A-6 Explain strategic HR management and how it is linked to organizational strategies.

GOAL B:

The student will explain how the functions of human resource management are strategically integrated into the organization's business plan and legal environment.

Learning Objectives: The student will:

- B-1 Discuss key EEO laws and recordkeeping requirements that impact the HR area.
- B-2 Describe job analysis and the stages and methods used in the process.

- B-3 Explain internal and external recruiting methods.
- B-4 Describe various selection devices used to select the appropriate person to work in your organization.
- B-5 Define training and development and discuss why a strategic approach is important in the training process.
- B-6 Identify the components of a performance management system.
- B-7 Outline the process of building a pay system as well as strategic benefit considerations.
- B-8 Define health, safety, security and the concerns surrounding each in the working environment.
- B-9 Explain what a union is and the typical collective bargaining process.

GOAL C:

The student will demonstrate effective written and oral communication skills when discussing human resource theories, principles and trends to all stakeholders.

Learning Objectives: The student will:

- C-1 Develop a paper using APA style on a human resource management topic.
- C-2 Research HR journals, books, texts, articles and websites whereby information will be included in the term paper.
- C-3 Incorporate practical HR examples to enhance the theory, principles and trends in the field.
- C-4 Apply HR knowledge in an executive presentation focusing on the evaluation and improvement of an organization's HR subsystem.