WILMINGTON UNIVERSITY

COLLEGE OF BUSINESS

BASIC COURSE INFORMATION

COURSE TITLE: **Emerging Technologies in HR**

COURSE NUMBER: **HRM 372**

PRE-REQUISITE(S):   **None**

COURSE DESCRIPTION:

This course provides an overview of the various emerging technological trends impacting the effectiveness and efficiencies of Human Resource (HR) management. The course also reviews the effects of HR technologies on the role of HR within an organization.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

The student will be able to explain the emerging trends in HR technology (e.g. cloud, artificial intelligence, augmented analytics) and their respective practices within HR functions.

> **Learning Objectives:** The student will:
>
> A-1   Explain the history and emerging trends of technology in the HR field.
>
> A-2   Examine the connection between HR technologies and HR metrics and analytics.
>
> A-3   Summarize the different types of technologies that are utilized in the Human Resources field and summarize their respective impact and application.
>
> A-4   Discuss the significance of utilizing HR technology in reengineering, e-engineering, reorganization, and outsourcing processes related to Human Resource strategy.

GOAL B:

The student will be able to summarize the implications of technology on HR practices.

> **Learning Objectives:** The student will:
>
> B-1   Discuss the security, legal, ethical, and privacy issues involved in the use of HR technology.

B-2   Summarize the importance of business principles and core values to ethical decision making regarding the use of HR technologies in the workplace.

B-3   Examine the impact of HR technologies on collaborative-style engagement within the organization.