

**WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION**

COURSE TITLE: Experiential Learning in Human Resources

II.

Course Description

This course provides experiential learning opportunities for students to apply human resource management theories and models to resolve organizational problems and real-world experiences to strategic human resource management opportunities. This course also covers topics of career management including preparing for the job market, understanding the job search process, and maintaining effectiveness in career development.

III. MAJOR INSTRUCTIONAL GOALS

GOAL A:

The student will demonstrate the ability to apply the principles and practices of human resource management to contribute to the success of the business through workplace projects related to the field.

Learning Outcomes: The student will:

- A-1 Apply Human Resource strategies to meet the organizational needs and evaluate the effectiveness of those strategies.
- A-2 Evaluate internal workforce assessment techniques and employment policies, practices, and procedures, including job analysis and job description methods.
- A-3 Interpret the skills sets of the internal workforce and external labor markets to determine the availability of qualified candidates, utilizing third-party vendors or agencies as appropriate.
- A-4 Explain global issues that influence domestic business practices and is able to develop comprehensive strategies to address issues affecting business and the workforce on a global basis.

GOAL B:

The student will use the abilities to think critically, act professionally, and prepare and deliver clear, concise written and oral communications to develop workplace projects that meet business objectives.

Learning Outcomes: The student will:

- B-1 Demonstrate how to use well developed investigative questions as a guide to determine the kinds of information necessary to solve a business problem.
- B-2 Explain how to find reliable data sources that will assist to answer investigative questions.
- B-3 Summarize the detailed process of identifying and defining a problem, asking the correct questions to understand the information necessary for problem solution.
- B-4 Describe the importance and appropriateness of professional attire and utilize professional etiquette in appropriate business situations.
- B-5 Explain the importance of individual professionalism and civility in the workplace.
- B-6 Apply effective writing skills, including proper grammar and punctuation, in meeting business needs.
- B-7 Apply effective oral presentation skills.
- B-8 Demonstrate an ability to effectively lead, as well as know when to follow, in a team environment.

GOAL C:

The student will comprehend how intrapersonal effectiveness impacts organizational effectiveness.

Learning Outcomes: The student will:

- C-1 Explain the value of self-reflecting on one's actions and how those actions may impact others in the workplace.
- C-2 Explain the meaning of self-management in relation to self-improvement

planning, goal setting, building relationships, and one's ability to contribute to organizations or one's community.

IV. PROGRAM COMPETENCIES:

1. Demonstrate the ability to effectively exchange with stakeholders through clear, concise, research-based verbal, written, electronic, and other communication formats.
2. Apply appropriate legal, ethical, diversity, and inclusion leadership standards as required by business management professionals in a global and pluralistic society.
3. Demonstrate effective information literacy in the synthesis of the principles and practices of Human Resource Management to contribute to the success of the business.
4. Effectively use technology and quantitative techniques in the field of Human Resource Management to solve basis, as well as critical, issues and problems.

V. WILMINGTON UNIVERSITY GRADUATION COMPETENCIES:

1. Oral Communication
2. Written Communication
3. Disciplined Inquiry
4. Information Literacy
5. Ethics