

MGMT 333 Human Resource Management

Credit Hours: 3

Scheduled hours per week 3

Lecture: # **Lab:** #

Other: May be taught as e-course, blended, ADS, or traditional

Catalog Course Description: The organization and role of the personnel function in business and nonbusiness entities are explored and discussed. Specifically, job analysis, employment procedures, compensation, and employee training programs, employment regulations, and collective bargaining are topics considered in depth.

Pre-requisites: MGMT 220 or instructor permission

Co-requisites: N/A

Course Learning Outcomes:

Bachelors of Applied Science in Business Administration	
(BASBA) Program Outcomes	
<i>Management/Marketing concentration (M/M):</i>	
<ul style="list-style-type: none"> Communicate effectively and professionally both orally and in writing including complex report generation. 	x
<ul style="list-style-type: none"> Demonstrate and integrate the use functional areas of business including accounting, economics, finance, global business, management, marketing and the legal environment of business. 	x
<ul style="list-style-type: none"> Demonstrate the ability to work ethically, effectively, and respectfully with people of diverse backgrounds and with people whom have different roles, social affiliations, and personalities. 	x
<ul style="list-style-type: none"> Apply best practices in human resource management, organizational structure, and leadership techniques to manage a team or department. 	x
<ul style="list-style-type: none"> Apply marketing concepts to conduct internal marketing research studies, create and deploy business-to-consumer advertising campaigns, and deploy business-to-business functions including sales force management and procurement processes. 	

Bachelors of Science in Business Administration	
(BSBA) Program Outcomes	
<i>General Business Specialization (GenBus):</i>	
<ul style="list-style-type: none"> Communicate effectively and professionally both orally and in writing including complex report generation. 	x
<ul style="list-style-type: none"> Demonstrate the use of quantitative skills in analysis of complex business decisions with a global perspective. 	x
<ul style="list-style-type: none"> Demonstrate and integrate the use functional areas of business including accounting, economics, finance, global business, management, marketing and the legal environment of business. 	x
<ul style="list-style-type: none"> Demonstrate the ability to work ethically, effectively, and respectfully with people of diverse backgrounds and with people whom have different roles, social affiliations, and 	x

personalities.	
<ul style="list-style-type: none"> Demonstrate the ability to solve complex business and organizational problems using programmed and non-programmed decision techniques using logical reasoning for evaluating information and data. 	x
<ul style="list-style-type: none"> Apply best practices in management of functional areas including Human Resources, development and analysis of organizational design and structure, and leadership techniques to manage a team or department. 	x
<ul style="list-style-type: none"> Demonstrate an understanding of complex marketing concepts including developing and deploying research studies for data collection and analysis, creating and deploying both B2C and B2B functions including procurement, supply chain management, and other marketing analysis. 	
<ul style="list-style-type: none"> Be admission-ready for a Master of Business Administration program if desired. 	x

Topics to be studied:

- Human Resources Environment
- Human Resources Planning
- Job Design and Job Analysis
- Recruitment and Selection
- Performance Appraisal
- Compensation
- Benefits: Indirect Compensation
- Training and Organizational Development
- Employment and Labor Laws and Institutions
- Unions and Collective Bargaining
- Occupational Safety & Health/Workers Compensation
- Human Resources Information Systems
- Trends and Directions in Human Resource Management

Relationship of Course to General Education Learning Outcomes:	
Composition and Rhetoric Students illustrate a fundamental understanding of the best practices of communicating in English and meet the writing standards of their college or program-based communication requirements.	X
Science & Technology Students successfully apply systematic methods of analysis to the natural and physical world, understand scientific knowledge as empirical, and refer to data as a basis for conclusions.	
Mathematics & Quantitative Skills Students effectively use quantitative techniques and the practical application of numerical, symbolic, or spatial concepts.	
Society, Diversity, & Connections Students demonstrate understanding of and a logical ability to successfully analyze human behavior, societal and political organization, or communication.	
Human Inquiry & the Past Students interpret historical events or philosophical perspectives by identifying patterns, applying analytical reasoning, employing methods of critical inquiry, or expanding problem-solving skills.	X
The Arts & Creativity Students successfully articulate and apply methods and principles of critical and creative inquiry to the production or analysis of works of art.	
10/20/2017	

Special requirements of the course:

Research Paper and PowerPoint Presentation on a selected law or court ruling in employment law

Book report on a current HR topic

Additional information:

Anything else that may be useful.

Prepared by: Wooten

Date: 10/20/2017