| Course Number and Title | MG 261  HUMAN RESOURCES MANAGEMENT |
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| Credit Hours | 3 |
|---|---|

| Course Description | This course provides the introductions to the strategic planning and implementation of human resources management functions and roles in an effective business/organization enterprise. Topics include staffing, appraisal, awards, current events, and laws affecting the management of the human factor of production. |
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| Prerequisite(s) and/or Corequisite(s) | |
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Required Textbooks/References/Course Materials:

| Human Resource Management (ebook with MindTap digital learning access card) | 16th | Mathis/Jackson/Valentine/Meglich | Cengage | 1337916595 |
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| Human Resource Management | 16th | Valentine/Meglich/Mathis/Jacks | Cengage | 035703385X |

| | **General Education Outcomes** |
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| 1 | Utilize written and verbal language to discuss and comprehend information, incorporating a variety of technologies, such as text, data, and images (written language, verbal language, and information technology). |
| 2 | Identify and interpret relevant information in order to formulate an opinion or conclusion (critical thinking). |
| 3 | Demonstrate and communicate computational methods and mathematical reasoning in a variety of formats (using words, tables, graphs, mathematical equations, etc., as appropriate) (quantitative literacy and fluency). |
| 4 | Communicate in appropriate ways with those who are culturally diverse (intercultural competence). |

| | **Program Outcomes** |
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| 1 | Students will apply critical-thinking, problem-solving, and decision-making skills required to function effectively in a business environment. |
| 2 | Students will demonstrate the ability to communicate effectively in diverse business situations. |
| 3 | Students will demonstrate an understanding of globalization and the impact of cultural, economic, regulatory, and social environments on businesses and organizations. |
| 4 | Students will apply core business concepts of the functional areas of business (accounting, economics, finance, management, and marketing) in evaluating business issues. |
| 5 | Students will demonstrate the knowledge and application of ethical concepts and behaviors in the workplace. |
| 6 | Students will evaluate, analyze, and interpret information using quantitative methods to make sound business decisions. |

| | Course Outcomes (CO) | Bloom's Domain for CO (C, A, P), Category, and Level | Program Outcome(s) | Written Language | Verbal Language | Information Technology | Critical Thinking | Quantitative Literacy and Fluency | Intercultural Competence |
|---|---|---|---|---|---|---|---|---|---|
| 1 | Describe human resource management and the key functions of HR as they relate to organizational strategy and success. | C - REMEMBER (1) | 1,2,4 | 1 | 0 | 0 | 1 | 0 | 0 |
| 2 | Describe job design and analysis, methods of recruitment, and the employee selection process. | C - REMEMBER (1) | 1,2,4,6 | 1 | 0 | 0 | 2 | 1 | 0 |
| 3 | Examine major laws and government regulations that impact HR decisions. | C – ANALYZING (4) | 1,4 | 0 | 0 | 0 | 2 | 0 | 0 |
| 4 | Evaluate strategies for promoting and/or transferring employees, appraising performance, training and development, discipline, and compensation and benefit options. | C - EVALUATING (5) | 1,4,6 | 0 | 0 | 0 | 2 | 1 | 0 |
| 5 | Examine methods and concerns surrounding workplace environment and occupational safety decisions. | C – ANALYZING (4) | 1,4 | 0 | 0 | 0 | 2 | 0 | 0 |
| 6 | Analyze the concept of employee rights, labor unions and collective bargaining, and their effects on employees and employers. | C – ANALYZING (4) | 1,4 | 0 | 0 | 0 | 2 | 0 | 0 |
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Bloom's Domain Legend
C = Cognitive
A = Affective
P = Psychomotor

General Education Outcome Legend
2 = Included and Measurable
1 = Introduced and/or Minimally Addressed and Not Measurable
0 = Not included

Approved:        May 2021
Reviewed:        November 11, 2021