

Spokane Falls Community College
COURSE LEARNING OUTCOMES AND OUTLINE

Prefix and Course Number
Course Title

BMGT 428
Human Resource Management

Last Modified: Winter 2017

Course Learning Outcomes

By the end of this course, a student should be able to:

- Describe how human resource managers can help their firms gain a sustainable competitive advantage through the strategic utilization of people.
- Explain how human resources planning and a firm's mission, vision, and values are integrally linked to its strategy.
- Prepare an outline describing the major employment opportunity laws and determine the practices they prohibit and describe what bona fide occupational qualifications are.
- Explain what the objectives are of the personnel selection process, its steps, and why the information gathered during the process must be reliable and valid.
- Summarize the general provisions of OSHA and describe measures that can be taken to create a safe work environment.
- Discuss, describe, and recommend processes for how a firm's strategy can be achieved with high-performance work systems and what the fundamental principles are.

Course Outline

- Human Resource Management Perspective and Requirements
 - The Rewards and Challenges
 - Strategy and Planning
 - Equal Employment Opportunity
- Developing Effectiveness in Human Resources
 - Recruitment
 - Personal Career Development
 - Employee Selection
 - Training and Development
 - Performance Management
- Compensation and Security
 - Managing Compensation
 - Strategic Reasons for Incentive Plans
 - Promoting Health and Safety
- Employee – Management Relations
 - Employee Rights and Privacy
 - Disciplinary Policies and Procedures
 - Managerial Ethics in Employee Relations
 - The Dynamics of Labor Relations
- Expanding Human Resource Strategy
 - Fundamental Principles of High-Performance Work Systems
 - Design and Implementation of High-Performance Work Systems
 - Outcomes of High-Performance Work Systems