

# Bemidji State University

## BUAD 4456: Human Resources Management

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: \*.\*

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

Role of human resource management function: Strategic human resource management; equal employment opportunity (EEO); staffing; talent management and development; total rewards; compensation and benefits; risk management and worker protection; and employee and labor relations. Prerequisite: BUAD 3351.

**B. COURSE EFFECTIVE DATES:** 08/20/1997 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Changing Nature of HRM
2. Organization/Individual Relations and Retention
3. Strategic HRM and Planning
4. Legal Framework of Equal Employment
5. Managing Equal Employment and Diversity
6. Job and Job Analysis
7. Recruiting in Labor Markets
8. Selecting Human Resources
9. Training Human Resources
10. Talent Management and Development
11. Performance Management and Appraisal
12. Total Rewards and Compensation
13. Variable Pay and Executive Compensation
14. Managing Employee Benefits
15. Risk Management and Worker Protection
16. Employee Rights and Responsibilities
17. Union/Management Relations

### D. LEARNING OUTCOMES (General)

1. develop and demonstrate knowledge of the Human Resources (HR) Management function as it is perceived and practiced in organizations today

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

**F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted