

Human Resource Management Specialization Course-Level Student Learning Outcomes

MGT 352: Human Resource Management

1. Describe trends in the labor force composition and how they impact human resource management practice.
2. Discuss how to strategically plan for the human resources needed to meet organizational goals and objectives.
3. Define the process of job analysis and discuss its importance as a foundation for human resource management practice.
4. Explain how legislation impacts human resource management practice.
5. Compare and contrast methods used for selection and placement of human resources.
6. Describe the steps required to develop and evaluate an employee training program
7. Summarize the activities involved in evaluating and managing employee performance.
8. Identify and explain the issues involved in establishing compensation systems.

MGT 461: Human Resource Selection

1. Assess the legal implications of a selection process.
2. Interpret selection test scores.
3. Calculate the reliability and validity of test scores.
4. Evaluate information on a job for selection purposes.
5. Assess the benefits/issues with various selection methodologies.
6. Evaluate and critique an organization's selection process.

MGT 462: Compensation

1. Conduct job analysis interviews and develop job descriptions.
2. Explain the difference between internal and external equity.
3. Differentiate between the worth of jobs and the pay of job incumbents.
4. Explain what is involved in developing compensable factors and their associated metrics.
5. Evaluate jobs on the dimensions represented by compensable factors to arrive at point scores.
6. Recognize different ways of converting job evaluation point scores to wages.
7. Discuss the mechanics and role of variable pay plans.
8. Analyze employee demographics, job characteristics, compensation data, and other meaningful human resources data using appropriate statistical techniques.

MGT 463: Performance Management

1. Discuss the importance of performance management, organizational strategic planning and succession planning.
2. Describe how to measure employee behaviors and results.
3. Identify and explain how to best implement a performance management system.
4. Compare and contrast the concepts of performance management and employee development.
5. Explore and identify ways to utilize the personal self as an instrument in the performance management process.
6. Explain the benefits of reward systems for team performance management
7. Assess the legal issues involved with team performance management reward systems.

MGT 464: Legal Issues in Human Resources

1. Use and understand the basic legal vocabulary of employment law.
2. Explain and apply the legal principles that apply to a wide range of workplace issues.
3. Understand your individual legal obligations as a manager or human resources specialist in confronting legal issues that arise in the workplace.
4. Identify resources available to the manager seeking guidance in addressing issues of workplace law.
5. Distinguish between workplace legal duties and rights and those guided by ethics and company policy.

MGT 465: Labor Relations

1. Identify and describe the context in which unions and employers meet to organize, bargain, and resolve disputes.
2. Describe and assess the system for organizing a workplace.
3. Describe, experience, and assess the collective bargaining process, including preparation, negotiation, and impasse/settlement.
4. Describe and assess the process which is used to settle rights disputes.
5. Describe and critique the American system of labor relations in an international economy.

MGT 466: International Human Resource Management

1. Describe the role of cultural context in organizations and apply it to the structure and implementation of Human Resource Management practices.
2. Identify the Human Resource Management challenges facing multinational corporations, including staffing, training & development, performance management, and compensation.
3. Exhibit a global mindset and sensitivity to cultural issues in organizations.

MGT 467: Diversity Issues

1. Describe legislation and federal acts related to diversity issues.
2. Analyze issues facing different categories of diversity such as race, sex, age, religion, physical ability, sexual orientation, national culture, and so on.
3. Compare and contrast frameworks for managing and embracing diversity.