

Human Resources Management

Course Title	Human Resources Management		
Course Code	BUS410B	Course Type	Management Specializations
Credit	3	Contact Hours	45
Prerequisites	None	Co-Requisites	None
Duration	15 weeks	Class Type	Lecture

SolBridge GACCS Objectives	%	Learning Objectives
1. Global Perspective	30	1. Analyze the concept of labor or human capital of the organization viewed as an investment versus an operational expense. 2. Assess the major challenges of human resources in the 21st century business and government organizations. 3. Understand the importance of diversity and the business case for the fair treatment of all people, regardless of protected class status (e.g., race, religion, gender, age and so forth). 4. Review the role of human resources management in the development of leadership. 5. Develop ways in which human resources management might diagnose a business strategy and then facilitate the internal change necessary to accomplish the strategy. 6. Analyze the correlation of human resources management and line management as it relates to developing an organizational business partnership
2. Asian Expertise	30	
3. Creative Management Mind	10	
4. Cross Cultural Communication	20	
5. Social Responsibility	10	

Course Description

This course examines the evolving human resource function within today's organizations. Students will examine the changing roles and responsibilities of human resources managers, the acceptance and integration of the human resources function as a full business partner, and the higher expectations placed on human resources leadership to make a significant contribution to the successful management of the organization. Students will explore the role managers and supervisors play in the successful management of the organization's human resources. Topics to be examined include: the functions of Human Resource Management, relationships within the organization, policies and procedures, workplace diversity, and the role of human resources in a global environment.

Learning and Teaching Structure

The methodology includes a mix of lectures, exercises, case discussions, student presentations, and group projects. Students have to take responsibility for their own learning. Students must do all the reading and homework preparation before class and be present and participate actively in the classroom.

Assessment	%	Text and Materials
Class participation/Attendance	20	Title(s): Principles of Human Resources Management
Midterm Examination	30	Edition(s): 16th Edition
Assignments	20	Authors: George W. Bohlander and Scott A. Snell
Final Exam	30	Publisher(s): South-Western (ISBN: 978-1-111-82462-4)

Course content by Week

1	Overview of HRM including 'Leadership'
2-3	Human Resources: Strategic Planning and Legal Environment/Work Analysis
4-5	HR Planning and Recruitment, Selection and Placement
6	Training Employees
7-8	Review and Midterm Examination, Performance Evaluation
9	Developing a Compensation Plan
10-11-	Rewarding Performance/Benefits, Employee Health and Safety
12	Discipline/Labor Relations
13	Managing HRM on a Global Scale/ Integrating Human Resources
14	Final Examination
15	Final Exam review and Group Presentation