



## **BADM 239-HUMAN RESOURCE MANAGEMENT**

**3 CREDITS**

### **SYLLABUS**

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#### **CATALOG DESCRIPTION**

This course covers those topics which would be relevant to the role of human resource department in today's firm. Topics include: human resource management, compensation and benefits, labor relations, E.E.O., affirmative action, employment and placement, training and development, and other related topics.

Prerequisites: Completion of RDNG-113 and ENGL-099 or appropriate Reading and English Accuplacer scores.

Semester Offered: Spring

#### ***Common Student Learning Outcomes***

*Upon successful completion of San Juan College programs and degrees, the student will demonstrate competency in...*

##### **BROAD AND SPECIALIZED LEARNING**

Students will actively and independently acquire, apply, and adapt skills and knowledge with an awareness of global contexts.

##### **CRITICAL THINKING**

Students will think analytically and creatively to explore ideas, make connections, draw conclusions and solve problems.

##### **CULTURAL AND CIVIC ENGAGEMENT**

Students will act purposefully, reflectively, and ethically in diverse and complex environments.

##### **EFFECTIVE COMMUNICATION**

Students will exchange ideas and information with clarity in multiple contexts.

##### **INFORMATION LITERACY**

Students will be able to recognize when information is needed and have the ability to locate, evaluate, and use it effectively.

##### **INTEGRATING TECHNOLOGIES**

Students will demonstrate fluency in the application and use of technologies in multiple contexts.

*Student work from this class may be randomly selected and used anonymously for assessment of course, program, and/or institutional learning outcomes. For more information, please refer to the Dean of the appropriate School.*

#### **Course Learning Outcomes**

Upon successful completion of the course, the student will be able to...

1. To present the relevant details of human resource management as it applies to organizational effectiveness and competitive advantage.

2. To provide a framework to describe the ramifications of human resource decisions upon the organizational environment.
3. To understand the legal and ethical aspects of human resources in manner that highlights the relevance of these aspects in human resources and the business environment.
4. Describe how firms can use human resource (HR) initiatives to cope with workplace changes and trends such as a more diverse workforce, the global economy, downsizing, and new legislation, including how a firm's human resources can influence its performance.
5. Formulate and implement HR strategies that can help the firm achieve a sustained competitive advantage.
6. Describe the different organizational structures and the business environments as it related to human resources.
7. List the factors influencing worker motivation that are under a manager's control.