

Course Outline

**Department of Management
School of Business and Economics**

HRMN 4890-3

Selected Topics in Human Resource Management (3,0,0)

Calendar Description

Students combine their knowledge of human resource management focusing on its alignment with organizational strategy and measurement. Human resource management systems that are aligned with strategic objectives are more capable of attracting, deploying, developing and retaining human capital and are key contributors to organizational competitiveness and success. Topics include the strategic role of human resource management; human resource metrics and measurement; employees and teams; talent management; performance management; human resource outsourcing; occupational health and safety; creating a healthy work environment; and the future of human resource management.

Educational Objectives/Outcomes

Upon successfully completing this course, students will be able to:

1. Explain the role and importance of human resource management and its contribution to achieving strategic and financial objectives.
2. Assess organizations human resource practices and compare them to industry benchmarks.
3. Develop organizational metrics to assess human resource effectiveness.
4. Design jobs and teams that motive employee and team performance.
5. Formulate talent management practices to meet organization skill needs.
6. Create effective performance management programs.
7. Consider outsourcing for human resource and non-human resource roles.
8. Explain the business impact of employee health and safety in the workplace.
9. Develop healthy workplace practices.

Prerequisites

HRMN 3830, HRMN 3840

Co-requisites

None

Texts/Materials

Huselid, Mark A., Brian E. Becker, and Richard W. Beatty (2005). *The Workforce Scorecard: Managing Human Capital to Execute Strategy*. Harvard Press.

Human Resource Management

Student Evaluation

Term tests and quizzes	20-30%
Assignments	30-40%
Participation	0-10%
Final exam	40%

Students must pass the final exam to pass the course.

Course Topics

1. Strategic Role of Human Resource Management
2. Human Resource Metrics and Measurement
3. Employees and Teams
4. Talent Management
5. Performance Management
6. Human Resource Outsourcing
7. Occupational Health and Safety
8. Creating a Healthy Work Environment
9. Future of Human Resource Management

Methods for Prior Learning Assessment and Recognition

As per TRU policy

Attendance Requirements – Include if different from TRU Policy

As per TRU policy

Special Course Activities – Optional

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Use of Technology – Optional

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