South Central College

MKT 1930  Human Resource Management

Course Outcome Summary

Course Information

- **Description**: This course focuses on human resource management issues. The course covers the techniques and legal aspects of recruiting, hiring, firing, promotion, documentation, evaluation and other areas essential to the personnel function.
- **Total Credits**: 3
- **Total Hours**: 3

Pre/Corequisites

None

Institutional Core Competencies

- **Communication**: Students will be able to demonstrate appropriate and effective interactions with others to achieve their personal, academic, and professional objectives.
- **Critical and Creative Thinking**: Students will be able to demonstrate purposeful thinking with the goal of using a creative process for developing and building upon ideas and/or the goal of using a critical process for the analyzing and evaluating of ideas.
- **Cultural Competence**: Students will be able to demonstrate an attitude of personal curiosity, a rising knowledge of cultures, and an evolving range of skills for living and working among others with other worldviews and ways of life.

Course Competencies

1. **Meet Present and Emerging HR Challenges**
   - **Learning Objectives**
   - Explain how HR influences organizational performance
   - Identify high performance strategies in business
   - Distinguish between HR department and managerial responsibilities

2. **Explain How HR Influences Organizational Performance**
   - **Learning Objectives**
   - Identify worker motivation under manager control
   - Examine job analysis
   - Describe various organizational structures related to HR functions

3. **Understand Equal Opportunity and the Legal Environment**
   - **Learning Objectives**
4. Manage Diversity
Learning Objectives
- Link affirmative actions programs to employee diversity programs
- Identify forces that contribute to successful management forces within a firm
- Examine ways to reduce cultural clashes and misunderstandings
- Explore systems of diversity implementation

5. Recruit and Select Employees
Learning Objectives
- Understand the match between supply and demand
- Weigh advantages and disadvantages between supply and demand
- Distinguish among the major selection methods and use the most legally defensible of them
- Understand the legal constraints in the hiring process

6. Manage Employee Separations, Downsizing and Outplacement
Learning Objectives
- Identify costs and benefits associated with separations
- Understand differences between voluntary and involuntary separations
- Understand significant outplacement programs

7. Appraise and Manage Performance
Learning Objectives
- Explain performance appraisals and describe components
- Discuss different appraisal systems
- Identify rating errors and biases
- Review legal issues related to appraisals
- Use appraisals to improve employee performance

8. Work With Organized Labor
Learning Objectives
- Understand why employees joint unions
- Describe labor relations in the US and other parts of the world
- Review various types of unions in the US

SCC Accessibility Statement
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