



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

Explain compliance with HR laws
Follow change in HR law, regulation and court decisions
Manage EEO laws
Understand affirmative action requirements
Make managerial decisions to avoid legal liability
Know when to seek advice of legal counsel regarding HR issues

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 join unions
Describe labor relations in the US and other parts of the world
Review various types of unions in the US

SCC Accessibility Statement

South Central College strives to make all learning experiences as accessible as possible. If you have a disability and need accommodations for access to this class, contact the Academic Support Center to request and discuss accommodations. North Mankato: Room B-132, (507) 389-7222; Faribault: Room A-116, (507) 332-7222.

Additional information and forms can be found at: www.southcentral.edu/disability

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