

# Minnesota State University Moorhead

## MGMT 440: Human Resource Management

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: \*.\*

Prerequisites:

MGMT 260 - Principles of Management

Corequisites: None

MnTC Goals: None

This course covers the process of managing the human resource to achieve organizational goals. Topics include legal recruitment and selection, training and evaluation, compensation, and separation from the organization.

**B. COURSE EFFECTIVE DATES:** 08/23/2010 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Legal & Strategic Influences
2. Finding and Selecting Talent
3. Employee Development
4. Compensation
5. Providing a Safe Employment Environment
6. Employee Relations

### D. LEARNING OUTCOMES (General)

1. Students will examine the basic functions and legal requirements involved in the management of human resources within an organization.
2. Students will be required to apply the various concepts, techniques, and tools utilized by human resource managers, analyzing their effectiveness and impact.
3. Students will be prepared to enter the job market better informed of their rights and responsibilities as managers and as employees.

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

### F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

### G. SPECIAL INFORMATION

None noted