

## **HRMGT-193: Human Resource Management**

### Course Description:

In Human Resource Management, the learner applies the skills and tools necessary to effectively value and apply employees' abilities and needs to organization goals. Each learner will demonstrate the application of the supervisor's role in contemporary human resources management, impacts of EEOC, writing job descriptions, recruitment, selection, conducting job interviews, orientation, developing policies and procedures, training, performance management, employee counseling and development, and effective use of compensation and benefit strategies.

Total Credits: 3.00

### Course Competencies

- 1. Evaluate the dynamic environment of Human Resource Management**
- 2. Conduct research on various employment laws that govern a typical workplace.**
- 3. Develop an understanding of strategic human resource management and its role within a company's competitiveness.**
- 4. Construct the Analysis and Design of Work**
- 5. Describe the process an organization uses to plan and recruit candidates.**
- 6. Summarize the selection (interviewing, assessments) and placement processes used within HRM**
- 7. Describe the role of training and its contribution to the competitiveness of the organization.**
- 8. Discuss how an effective performance management system can link to to higher levels of job satisfaction.**
- 9. Evaluate the concepts related to compensation management.**