A. Course Description

Credits: 4

Prerequisites: HRM 310 Human Resource Management: A Strategic Framework

Lab Hours/ Weeks: Corequisites: None

Lecture Hours/ Week :

MnTC Goals: None

This course examines the concepts and methods of human resource forecasting, planning and alternative staffing strategies within an organization. It addresses staffing needs under varying organizational conditions such as mergers, downsizing, and acquisitions. Selected topics include job analysis, recruitment methods, selection techniques, training needs, termination procedures, and the ethical and legal implications of staffing policies.

B. Course Effective Dates: 08/01/1998 - 09/05/1999 09/06/1999 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Students will develop a strategic management perspective of the staffing function that will allow them to identify, assess, hire, and retain quality employees to ensure that the organization achieves its goals and mission.
2. Can develop and implement metrics to evaluate and demonstrate the value of staffing policies and programs.
3. Demonstrates the ability to analyze staffing needs and develop a strategic staffing plan for an organization.
4. Understands, can apply and can effectively communicate a strategic management perspective to the staffing activities in an organization.
5. Understands, can apply and can effectively communicate staffing principles and current practices in work organizations.

E. Learning Outcomes (MN Transfer Curriculum)

This contains no goal areas.

G. Special Information

Recommended: MGMT 310 Principles of Management or MGMT 320 Organizational Behavior.