A. Course Description

Credits: 4

Lab Hours/ Weeks: Corequisites: None

Lecture Hours/ Week :

MnTC Goals: None

Strategic human resource management includes the following major components, with specific attention to the unique environment and challenges facing public and nonprofit professionals: a strategic perspective that connects HR management with the organization's mission; labor relations; compensation; benefits management; recruitment and selection; performance management; and an additional focus on organizational/program/project management to align the organization's human resources with overall organization goals and priorities.

B. Course Effective Dates: 08/21/2010 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Articulate the similarities and differences among public sector, nonprofit, and private sector Human Resource (HR) management;
2. Appreciate the impact various social, economic and political trends have on public and nonprofit HR management;
3. Demonstrate an appreciation for the historical significance of public and nonprofit HR management;
4. Demonstrate a basic understanding of the laws and regulations that govern HR management practices and procedures in public and nonprofit organizations;
5. Apply concepts, methods, and procedures of HR management, such as job analysis, recruitment and selection, compensation and benefits, training and career development, and performance management;
6. Explain why a nonprofit or public organization’s ability to manage its human resources strategically is critical to its current and future success; and
7. Articulate a personal vision for the future of public and nonprofit sector HR management.

E. Learning Outcomes (MN Transfer Curriculum)

This contains no goal areas.

G. Special Information

None