HRES1122 - Human Resource Management

Credits:	3 (3/0/0)
Description:	This course is an introduction to the basic principles of human resource functions and services. It provides a background and understanding for further human resource courses.
Prerequisites:	
Corequisites:	
Pre/Corequisites*:	
Competencies:	1. Identify the roles and competencies of a human resource professional. 2. Identify the strategic importance of human resource management. 3. Identify the human resource planning model including recruitment, selection and employment. 4. Identify equal employment opportunity and other key legal requirements related to human resource management. 5. Apply the role of job analysis, job descriptions and job specifications in relation to human resource functions. 6. Review employee training and development functions. 7. Compare employee performance appraisal systems. 8. Define direct and indirect employee compensation. 9. Examine the employment-at-will doctrine and other employee rights as they relate to the employment relationship. 10. Explain current employee benefit trends. 11. Identify the role of human resources in workplace safety, security and employee health. 12. Explore the human resource professional certification and code of ethics. 13. Identify the current and future challenges of human resource management. 14. Identify issues in international human resource management. 15. Discuss the impact of diversity on organizations.
MnTC goal areas:	None

**Can be taking as a Prerequisite or Corequisite.*

© 2026 Minnesota State Community and Technical College.
We reserve the right to periodically update information without notice.
The information in this publication should not be regarded as contractual in nature.