

# 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:	<ol style="list-style-type: none"> <li>Identify the roles and competencies of a human resource professional.</li> <li>Identify the strategic importance of human resource management.</li> <li>Identify the human resource planning model including recruitment, selection and employment.</li> <li>Identify equal employment opportunity and other key legal requirements related to human resource management.</li> <li>Apply the role of job analysis, job descriptions and job specifications in relation to human resource functions.</li> <li>Review employee training and development functions.</li> <li>Compare employee performance appraisal systems.</li> <li>Define direct and indirect employee compensation.</li> <li>Examine the employment-at-will doctrine and other employee rights as they relate to the employment relationship.</li> <li>Explain current employee benefit trends.</li> <li>Identify the role of human resources in workplace safety, security and employee health.</li> <li>Explore the human resource professional certification and code of ethics.</li> <li>Identify the current and future challenges of human resource management.</li> <li>Identify issues in international human resource management.</li> <li>Discuss the impact of diversity on organizations.</li> </ol>
MnTC goal areas:	None

\*Can be taken as a Prerequisite or Corequisite.