



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

BUS5720 Human Resources Management
3 Semester Hours

Student Learning Outcomes & Enabling Objectives

1. Evaluate the importance of successful human resources management and its impact on a business.
 - a Compare effective human resources management practices.
 - b Analyze the impact of successful human resources management practices in supporting the mission of today's businesses.
 - c Summarize key roles and functions for human resources management professionals need to achieve in today's workplace.

2. Analyze how business and cultural environments impact the ability to successfully manage human resources.
 - a Identify various business and cultural environments which require the management of human resources to adapt and adjust to various internal and external factors.
 - b Examine how the management of human resources can impact these environments in maintaining the current status quo or excelling in company expectations.

3. Evaluate how government and industry HR regulations and ethical HR issues impact a business.
 - a Compare how government and industry HR regulations impact an organization and/or industry.
 - b Analyze ethical HR issues may impact a business in its daily operations and movement towards achieving their organizational goals from a human resources perspective.

4. Analyze the costs and benefits of various employee recruitment and retention strategies.
 - a Identify costs and benefits associated with various employee recruitment strategies.
 - b Explore benefits of various recruitment strategies for various organizations and workplaces.
 - c Calculate costs and benefits for selected recruitment approaches.
 - d Differentiate costs and benefits of various retention strategies.
 - e Examine costs for various retention strategies in terms for Return on Investment (ROI).

- f Appraise how certain approaches to recruitment provide a Return on Investment (ROI).
5. Analyze the costs and benefits of current training and employee development methodologies.
 - a Examine current training and employment development methodologies.
 - b Distinguish and differentiate various costs and benefits of such training and employment development methodologies.
 - c Compare how certain methodologies are used in the development of training and employment approaches in the workplace.
6. Analyze the impact of alternative strategies for employee evaluation, compensation, and discipline on a business.
 - a Interpret various alternative strategies for employee evaluation, compensation, and discipline on today's organizations
 - b Compare alternative strategies to determine if there are any current best practices in the workplaces that can improve employee evaluation, compensation, and discipline in a business.
 - c Generate new ideas for additional strategies to help in the areas of employee evaluation, compensation, and discipline on today's organizations.
7. Recommend successful strategies for improving workplace safety and employee health.
 - a Evaluate current strategies use for workplace safety and employee health.
 - b Examine current best practices for improving workplace safety and employee health.
 - c Describe current practices used in one's workplace in the areas of workplace safety and employee health.
8. Evaluate the impact of collective bargaining in both US and international labor markets.
 - a Compare collective bargaining in both domestic and international labor markets.
 - b Evaluate the current use of collective bargaining in today's labor market and its impact on business and the HR function of an organization.

Big Ideas and Essential Questions

Big Ideas

- Impact of human resources management in today's organizations
- Leadership and managerial competency levels
- Communications skills with the use of technological/computer literacy
- Organizational learning and community building relationships

Essential Questions

- What are your personal and professional outcomes for the course?
- How do you envision this course as a steppingstone in your career path to build your content knowledge?
- What skills, abilities, and experiences do you bring to the course and your classmates?
- What is your 1-, 2-, 5-, 10 - year career plan? If you don't have one, are you willing to start planning it now?
- How important do you think your current research and writing skills are to your career?
- Where would you rate your research and writing skills on a scale of 1 – 5 right now with 1 being poor and 5 being great? What would be your answer? Why?
- How do you think the field of Human Resources Management is a stable field or one that is ever-changing?

These SLOs are not approved for experiential credit.

Effective: Fall 2022