



BAKER COLLEGE
STUDENT LEARNING OUTCOMES

MGT2150 Human Resources Management 3
Semester Hours

Student Learning Outcomes & Enabling Objectives

1. Investigate the Talent Management components of the human resources function.
 - a. Explain the staffing process and how it affects the strategic goals of the organization.
 - b. Explain the importance and impact of Training and Development in Human Resources.
 - c. Investigate the Performance Management process and how to motivate (intrinsic and extrinsic concepts), retain and terminate employees.
 - d. Interpret the Compensation philosophy and processes of the organization.

 2. Investigate the practices that build employee relations and create an environment where people want to work (Employer of Choice).
 - a. Explore various communication styles for maintaining employee relations.
 - b. Explore team building concepts and the process of collaboration.
 - c. Identify the importance of diversity in the workplace and the process for creating a diverse workforce.
 - d. Identify the best practices of employee and/or labor relations.
 - e. Apply employment/labor laws and regulations that impact Human Resource decisions (EEO, NLRA, OSHA, ADA, FLSA, etc.).
 - f. Discuss ethical and social responsibilities when managing human resources.

 3. Examine the strategic partnership between Human Resources and the rest of the business organization.
 - a. Describe the evolutionary trends in Human Resources.
 - b. Identify various Human Resources metrics and the process of benchmarking.
 - c. Explain how managers and Human Resources work together in concert to achieve the Strategic goals of the organization and its workforce.
 - d. Identify the role of cost control in managing Human Resources.
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These SLOs are approved for experiential credit.

Effective: Fall 2020