



**BAKER COLLEGE**  
**STUDENT LEARNING OUTCOMES**

**PSY6410 Psychology of Personnel and Human  
Resource Management**  
**3 Semester Hours**

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**Student Learning Outcomes & Enabling Objectives**

1. Analyze the practice of personnel psychology and HRM in different contexts.
  - a. Explore topic areas within HRM (Performance management, employee relations, training, pay systems, labor relations/negotiation).
  - b. Apply theories within personnel psychology.
  
2. Evaluate the primary functions of personnel psychology and HRM within an organization.
  - a. Explore and apply a systems view of employment process (E.g., workforce planning, recruitment, selection, identifying high potentials, leadership development, training, and performance management, etc.)
  - b. Explore criteria: concepts, measurement, and evaluation.
  - c. Examine human capital and talent management strategies.
  - d. Assess requirements for analyzing jobs and work.
  - e. Assess requirements for performance management.
  
3. Assess the foundations of personnel and HRM within an organization.
  - a. Explore HRM as a core competency in a successful organizational strategic plan.
  - b. Examine HRM's contributions as a strategic partner to an organization.
  
4. Evaluate ethical and legal considerations pertaining to personnel and HRM.
  - a. Examine ethical and unethical practices within personnel and HR management.
  - b. Address ethical considerations when providing consultation/intervention to personnel and HRM matters.
  - c. Explore employment laws, fairness in employment decisions, and organizational responsibility as it relates to personnel and HRM.
  
5. Explore global, cultural, and technological considerations as these relate to personnel and HR management.
  - a. Examine global, cultural, and technological considerations as it relates to working with and managing diverse teams in a global workforce.
  - b. Explore and apply international dimensions of applied psychology as it relates to personnel and HRM (E.g., globalization, culture, country-level cultural differences, selection for international assignments, cross-cultural training, repatriation, etc.)

6. Communicate effectively using the professional standards of the discipline.
    - a. Apply APA formatting guidelines to paper format, body of paper in-text citations, and references.
    - b. Apply knowledge of writing mechanics (sentence structure, spelling, punctuation, etc.) to enhance professionalism and readability of writing.
  7. Write, speak, and present in a coherent and clear manner consistent with professional and academic settings.
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These SLOs are not approved for experiential credit.

**Effective: Fall 2017**