

MGMT 302 Managing Human Resources

Case studies tell stories of real-life experiences and events that can influence decisions and practices. Develop an original case study analysis research project that identifies local and multi-national key problems or challenges related to a diverse HRM topic. Examine specific HR business case examples and use past course readings, outside research, resources, and tools to create best solutions. Also, reflect on knowledge and skills learned throughout the HRM program for the development of this real- world case study project. Analytical and communicational skills should be evident in this project. Guidance will be given to prepare and present a case study research project in both written and presentation form. (*Prerequisite: MGMT 101*)

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Explain the importance of human resources and their effective management in organizations.
2. Use the range of different tools for forecasting and planning human resource needs, monitoring employee performance, hiring and terminating.
3. Critically analyse key issues related to administering people such as motivation, compensation, appraisal, career planning, diversity, ethics, and training.
4. Demonstrate effective oral and written communication skills, including the ability to develop sound and coherent arguments to present complex ideas relating to international business in a succinct and clear manner.
5. Operate effectively with others to determine and accomplish tasks and meet team goals.

Textbook & Course Materials:

- *Martocchio, J., Human Resource Management, Global Edition, 9781292264332, Pearson*

Course Content:

1. Human Resource Management: An Overview
2. Business Ethics, Corporate Social Responsibility, and Sustainability
3. Equal Employment Opportunity, Affirmative Action, and Workforce Diversity
4. Strategic Planning, Human Resource Planning, and Job Analysis
5. Recruitment
6. Selection
7. Interviewing skills
8. Performance Management and Appraisal
9. Training and Development
10. Direct Financial Compensation
11. Indirect Financial Compensation
12. Internal Employee Relations
13. Employee Safety, Health, and Wellness