

HRMT 302 Recruiting the Best Talent

This course provides an overview of the recruitment process and strategies by which organizations identify and hire the best talents. Students will develop specific skills and acquire the competencies needed to effectively assess and select the best candidate for the best job vacancy. (*Prerequisite: MGMT 302*) (3 credits)

Course Learning Outcomes:

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

1. Demonstrate an advanced understanding of the importance of the recruitment function and its impact on the organization's environment and performance.
2. Demonstrate the ability to use a range of different tools for forecasting manpower, planning, assessing and hiring potential profiles.
3. Critically identify and assess competencies vs job requirement/vacancy.
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.

Text Book & Course Materials:

- *Judge, Staffing Organizations, Tenth Edition, McGraw hill, 2022*

Course Content:

1. Staffing Models and strategy
2. Social and legal environment
3. Planning
4. Job analysis: requirements, competencies, and rewards
5. External recruitment
6. Internal recruitment
7. External selection I & II
8. Internal selection
9. Decision making
10. Final match
11. Staffing system management