

HRMT 305 Role of an HR Practitioner and Leader

Exemplary HR leaders are known for being forward-thinking, strong communicators and collaborators, ethical, quick problem-solvers, innovative, and having strong conflict management and relationship skills. Learn the functions of HR practitioners and leaders, differences between generalist and specialist roles in small, midsize, and large corporations, and how they contribute to a company's success. Explore how organizational psychology theories and social sciences build the foundation for understanding human behavior, workplace productivity, and employee satisfaction. (*Prerequisites: MGMT205, MGMT302*) (3 credits)

Course Learning Outcomes:

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

1. Compare different organizational psychological theories.
2. Examine the various ways HRM practices / activities are explained by different organizational psychological theories.
3. Apply organizational psychological theories to analyze case studies of organizational phenomena and/or the implementation of HRM practices/activities.
4. Demonstrate understanding of the major areas of organizational and industrial psychology, including human resources; leadership development; employee training, motivation and satisfaction; group dynamics, organizational climate; and teambuilding.
5. Demonstrate the value of collaborative teamwork, time management, self-motivation, and project planning.
6. Evaluate findings from psychological instruments used to measure data from the major areas of organizational and industrial psychology, including human resources; leadership development; employee training, motivation and satisfaction; group dynamics, organizational climate; and teambuilding.

Text Book & Course Materials:

- *Arnold et al, Understanding Human Behavior in the Workplace, London, Prentice Hall.*

Course Content:

1. An Introduction to Work Psychology
2. Applying Research in Practice
3. Individual Differences
4. Work Attitudes
5. Personnel Selection
6. Assessing Performance
7. Work Motivation and Job Design
8. Design at Work
9. Training and Development
10. Work-related Stress and Health
11. The Positive Impact of Work
12. Groups, teams and teamwork
13. Leadership
14. Careers and Career Management
15. Culture and Change
16. Communication Technology