

**WILMINGTON UNIVERSITY**  
**COLLEGE OF BUSINESS**  
**BASIC COURSE INFORMATION**

**COURSE DESCRIPTION:**

This course focuses on the professional practice of human resource management and the role of the practitioner in today's diverse, multi-cultural, global organizations. Emphasis is placed on the ethical utilization and development of human resources within the context of performance management and organizational processes. Major themes include participation through teams, innovation, results orientation, and stability and control within environments that are in constant states of flux and change. This class is designed to aid in the preparation of sitting for HR certification.

**MAJOR INSTRUCTIONAL GOALS:**

**GOAL A:**

Assess the validity of theoretical assumptions into the practices of human resource management in real-world organizations and integrate research findings and conclusions into the broader theoretical debate on a knowledge area.

**Learning Objectives:** The student will:

- A-1 Summarize how good human resources practices can help a firm's globalization, corporate social responsibility, and sustainability efforts.
- A-2 Summarize the objectives of the personnel selection process, its steps, and why the information gathered during the process must be reliable and valid.
- A-3 Evaluate the scope of training and development and its strategic aspect, including development, implementation, and evaluation.
- A-4 Evaluate performance management theories and practices for various organizations.

**GOAL B:**

Summarize how Human Resource decisions and practices are influenced by forces internal and external to the organization, including business strategy, global competition, technological change, unionization, and workforce characteristics.

**Learning Objectives:**