



M.S. in Human Resources

HR698: Seminar in Human Resources

Course Description:

This capstone course of the MSHR program places an emphasis on the strategic aspect of human resources and how HR professionals can best demonstrate their value to the organization and play a leadership role in the organization's success. We will explore both historical and current perspectives of HR within organizations and prospective role changes for HR. During the semester, students will have unique opportunities to reflect upon HR role changes (via a journal assignment) and incorporate those reflections into a focused leadership development plan.

*This course has been designed to align with particular HR content areas, personal competencies, and business/policy knowledge applications recommended by the Society for Human Resource Management (SHRM) in their Graduate HR Curriculum Guidelines.

Learning Objectives:

Upon the completion of this course, learners will be able to:

- 1) Discuss the history of HR and current perceptions of the effectiveness of the HR function—and their implications for future HR practices.
- 2) Discuss the linkage between HR and organizational strategy and the meaning and implications of a strategic approach to human resources.
- 3) Engage in personal, critical reflection about key HR issues and their implications for development as a leader within an organization
- 4) Identify, explain, and calculate strategic HR metrics and their role in strategic HR mgt. Describe the key elements of an effective labor relations strategy
- 5) Discuss from a strategic HR perspective particular HR topics, such as globalization, HRIS, and labor relations.