

## HR 605: Principles & Practice in Human Resources

### Course Description:

This course explores at the graduate level the HR function within organizations. An emphasis is placed on the role that HR should ideally play--as a strategic partner in the organization focused on enhancing organizational performance. This course covers all of the relevant functional areas of human resources, including recruiting and retention, compensation & benefits, performance management, training and development, and HR planning for strategic change. All areas will be considered from a strategic, global, and ethical perspective.

### Learning Objectives:

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

- 1) Identify and discuss the major areas of the HR function
- 2) Identify and discuss competencies for the HR professional
- 3) Research, interpret, and link scholarly and practitioner literature for select HR issues
- 4) Apply course concepts through the analysis of HR case studies
- 5) Comprehend the strategic role of HR function within organizations

\* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.