

HR 698: Capstone Seminar in Human Resources

Pre-requisite: 21 credit hours

Course Description:

This capstone seminar 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.

* 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.

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) Discuss w/examples how strategic HR leaders are data-driven, using metrics and Evidence Based Management (EBM) concepts.
- 5) Discuss from a strategic and evidence-based HR perspective particular HR topics, such as globalization, HRIS, and labor relations.