

## HR 601: Organization Acumen for HR Leaders

### Course Description:

This online graduate-level course explores the various functions of an organization and how they work together to achieve success (however that is defined) in the marketplace. As HR professionals are increasingly asked to provide strategic leadership to their organization, it is essential that they have a foundational understanding of organizational strategy and the various functions common to both for-profit and nonprofit organizations. This understanding has been identified as one of the critical HR competencies by leading HR organizations including ATD, HRCI, SHRM and others. Organizational functions to be addressed include marketing/sales, finance/accounting, and operations (which may include manufacturing, distribution, administration, etc.).

\* 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) Describe the basic functions of an organization, including strategy, marketing, finance, and operations;
- 2) Discuss the concept of HR serving as a strategic business partner with the other functions of the organization;
- 3) Analyze a business case and develop recommendations.