

## **APPENDIX B**

### **LEARNING OUTCOMES OF EACH HR COURSE MAPPED TO LEARNING OUTCOMES OF PROGRAM**

#### **COURSE: STAFFING**

216-443: Special Topics in Human Resources.  
(new number: 216-448)

#### **Learning outcomes of staffing course:**

1. To provide students with a broad overview of staffing practice and research, including recruiting, selection, and human resource management.
2. To acquaint students with legal guidelines which govern the practice of staffing and related human resource decision-making and policy.
3. To present material on the external, environmental conditions that affect the practice of staffing and overall human resource management.

#### **Connection of Staffing Objectives mapped to learning outcomes of HR program:**

The learning objectives of the Staffing/Human resources course (a-c listed above) contribute to learning outcomes for the HR program in that I provide students with instruction and applications related to performance appraisal (e.g., construction of appraisal forms, rating biases, use of ratings in making promotion and pay decisions, etc.), staffing/selection of employees (e.g., effects of labor market conditions on recruiting, selection, and retention; external employee selection techniques; interviewing; HR decision-making and related outcomes; adverse impact/diversity issues in HR), labor management (e.g., promotional systems; glass ceiling barriers to advancement of women/people of color; internal selection methods, etc.), and employment/labor law (e.g., federal guidelines on selection methods, permissible pre-employment inquiries, reference checking, etc.; professional guidelines for employment tests; legal guidelines for employee dismissal, etc. ).

#### **COURSE: INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY**

216-442: Industrial Psychology.

#### **Learning outcomes of I/O course:**

1. To provide students with a broad overview of the field of Industrial/Organizational Psychology, and its various sub-specialties.
2. To acquaint students with scientific psychological theory and research, as they pertain to the world of work.
3. To inform students of the various legal and ethical issues which influence the practice of Industrial/Organizational Psychology.

**Connection of I/O Course mapped to learning outcomes of HR program:**

The learning objectives of the Industrial Psychology course contribute to the learning outcomes of the undergraduate HR major by providing students with instruction and applications related to performance appraisal methodology (e.g., criteria development; performance rating and interviewing; rating scales; rating biases, etc.), employee selection (employment test/assessment development; measurement qualities of selection techniques, selection decision making; job analysis; job evaluation/pay equity; etc.), employment/labor laws relevant to selection and performance management (e.g., Civil Rights Acts of 1964 and 1991; Age Discrimination in Employment Act of 1967; Uniform Guidelines on Employee Selection Procedures, 1978; Americans with Disabilities Act of 1990; Family Medical Leave Act of 1993, etc.), employment motivation (e.g., employee motives/needs, reward systems, job design, etc.) and other areas not listed as HR program learning objectives such as organizational behavior and development, occupational health, and leadership.

**Gaps in Course:** I provide little coverage of compensation except as it relates to performance rating, reward systems, employee motives, internal and external equity, and the like. However, since compensation is offered as a special topics course, I do not see the need to cover the topic in my courses.

**COURSE: TRAINING AND DEVELOPMENT**

216-443: Special Topics in Human Resources.

(new number: 216-445)

**Learning Outcomes of Training Course:**

1. Students will obtain a comprehensive overview of the Training and Development field with respect to content, techniques and theories.
2. Students will develop the knowledge and skills necessary to design, execute and evaluate training programs in organizations.

**Connection of Training Course to Learning Outcomes of Program:**

This course is connected not only to the content area of training and development, but also relates to learning outcomes associated with interpersonal communication skills, program planning and evaluation skills, and critical analysis skills. It is a skills-based course that develops students' public speaking, platform training, feedback and group facilitation skills. The course asks students to develop and evaluate a training program, which is videotaped for feedback purposes. The course employs technology and addresses diversity issues in employee development.

**Gaps:** We do not address international issues in training and development.

## **Course: DIVERSITY IN ORGANIZATIONS**

216-443: Special Topics in Human Resources.

(new number: 216-441)

### **Learning Outcomes of Diversity Course:**

1. Students will obtain an understanding of the nature of differences among diverse groups in organizations (men and women, African Americans, Asian Americans, Euro-Americans, Latino Americans, Native Americans, gay men and lesbians, persons with disabilities, older persons, obese persons, and persons in the religious minority.) They will explore values, habit patterns and concerns among these groups, as well as the myths and realities associated with membership in these groups.
2. Through experiential exercises and introspection, students will gain insight into their own assumptions, attitudes and stereotypes regarding diverse groups in organizations.
3. Students will understand the processes and outcomes associated with stereotyping, discrimination, prejudice and privilege.
4. Students will gain insights into changing organizational cultures and establishing effective diversity programs in organizations.

### **Connection of Diversity Course to Learning Outcomes of Program:**

This course is very experiential and applied in focus. It is aimed at changing attitudes and increasing awareness of diversity issues in organizations. The course also equips students with the knowledge and skills necessary to work, manage and create effective diversity programs in a diverse, multicultural and global workforce. It develops learning outcome skills relating to interpersonal communication, critical thinking and multi-cultural competency and awareness. It is directly linked to the SBA mission of promoting the value of diversity, ethics and integrity in the conduct of professional life.

**Gaps:** Technology is not addressed in this course.

## **COURSE: HUMAN RESOURCE MANAGEMENT**

**216-444**

### **Learning outcomes of Human Resource Management**

1. Provides a foundation for understanding the major functions and processes of human resource management
2. Enables students to develop a deeper understanding of the theories and research findings as they relate to HR functions and processes, and of how these theories relate to their role as HR professionals
3. Enhances critical and analytical thinking skills while exploring HR problems and issues

The course discusses the role of HR managers and HR functions in the current competitive environment. In this course, we examine various ways of attracting, selecting, developing, evaluating and optimizing human resources. We also explore the different strategies that HR professionals use to add and create value in their business organizations. Throughout the course,

theories, cases and exercises are used to give students an opportunity to develop their skills and understanding and apply them to some of the HR problems and issues faced by HR managers.

**Connection to learning outcomes of HR course to HR program:**

This course provides students a thorough understanding of the various functional areas of human resource management and enables them to develop critical thinking and decision-making skills in these areas. By working through HR problems, cases and exercises, the students get a chance to experience some of the professional challenges and dilemmas and practice developing defensible solutions based on sound and ethical HR principles.

**Gaps in Human Resource Management Course:**

Because this is a survey course, it includes a bit of every aspect of HR. In a way, it helps students to make connections with more specialized courses that are offered (e.g., Staffing, Diversity in organizations, Training and Development). However, it also creates some unavoidable overlap with these courses.