

University of Arkansas - Fort Smith
5210 Grand Avenue
P. O. Box 3649
Fort Smith, AR 72913-3649
479-788-7000

General Syllabus

OMT 2243 Strategic Personnel Development

Credit Hours: 3

Lecture Hours: 3

Laboratory Hours: 0

Effective Catalog: 2018-2019

I. Course Information

A. Catalog Description

A comprehensive view of personnel policy reflecting the changing nature of human resource management in organizations globally.

B. Additional Information - None

II. Student Learning Outcomes

A. Subject Matter

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

1. Explain important terminology, facts, concepts, principles, analytic techniques, and theories used in the field of human resources management.
2. Explain and analyze globalization and its effects on workforce composition, and the functions of recruitment, development and training.
3. Explain the importance of compensation, integration into the workforce, risk management and employee relations.
4. Describe the concepts of performance management, staffing, equal employment, diversity management, technology and the internet, human resource metrics and maintenance of personnel.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Global and Cultural Perspectives

Students will reflect upon cultural differences and their implications for interacting with people from cultures other than their own.

Communication Skills (written and oral)

Students will compose coherent documents appropriate to the intended audience. Students will effectively communicate orally in a public setting.

Analytical Skills

Critical Thinking Skills - Students will access and evaluate appropriate information through written and electronic means. Students will think critically to reach viable solutions to a problem and to justify those solutions.

Ethical Decision Making

Students will apply ethical concepts and rules to determine viable alternatives in any given situation.

III. Major Course Topics

- A. Human resource management skills
- B. Human resource terminology
- C. Global workforce composition and changes
- D. Human resource metrics
- E. Risk management and employee relations