



## Syllabus

### BUS 224 Human Resource Management

#### General Information

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**Date** March 20th, 2024  
**Author** Patrick Rae  
**Department** Business  
**Course Prefix** BUS  
**Course Number** 224  
**Course Title** Human Resource Management

#### Course Information

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**Catalog Description** A detailed study of personnel practices as they relate to the behavioral science concept of the management of human resources. Topics considered are recruitment, selection and training, motivation, job analysis, salary and wages, and performance appraisal.

**Credit Hours** 3  
**Lecture Contact Hours** 3  
**Lab Contact Hours** 0  
**Other Contact Hours** 0  
**Grading Scheme** Letter

#### Prerequisites

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None

#### Co-requisites

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None

#### First Year Experience/Capstone Designation

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**This course DOES NOT satisfy the outcomes applicable for status as a FYE or Capstone.**

#### SUNY General Education

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**This course is designated as satisfying a requirement in the following SUNY Gen Ed categories**

None

## **FLCC Values**

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### **Institutional Learning Outcomes Addressed by the Course**

Vitality, Inquiry, Perseverance, and Interconnectedness

## **Course Learning Outcomes**

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### **Course Learning Outcomes**

1. Identify the elements and key terminology of HR functions (e.g. recruitment, selection, training, and development, etc.)
2. Discuss the social, ethical, and legal (i.e. title IX, Diversity & Inclusion, organizational bylaws, union contracts) responsibilities of the human resource manager.
3. Communicate the human resources component of an organization's business plan.
4. Present emerging trends in human resource management.

## **Outline of Topics Covered**

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1. The evolution of the management of Human Resources. 2. The historical role of Human Resources function in organizations. 3. The current philosophy regarding the role of Human Resources in organizations 4. Employee involvement and its impact on the Human Resource 5. The current profile the American labor force. 6. The concepts of Affirmative Action and Equal Employment Opportunity. 7. The impact of Equal Employment Opportunity law. 8. The legal environment effecting Human Resources 9. The nature of Human Resource Planning 10. Job Analysis and Design 11. The recruitment process 12. The selection process 13. Performance appraisal as a process 14. The history and development of Labor Relations 15. Labor Law 16. The bargaining process 17. The role of training in employee development