



Human Resource Management

In many small to medium-sized companies and nonprofit organizations, the human resource function is an additional job responsibility, often for the business owner or other senior leader.

Linking strategy with human capital is key to organizational success.

In this module, learn the essentials of Human Resource Management (HRM), job analysis and recruiting strategies, employee training and development, career management, compensation plans, compliance in the workplace and fair treatment

Learning Outcomes

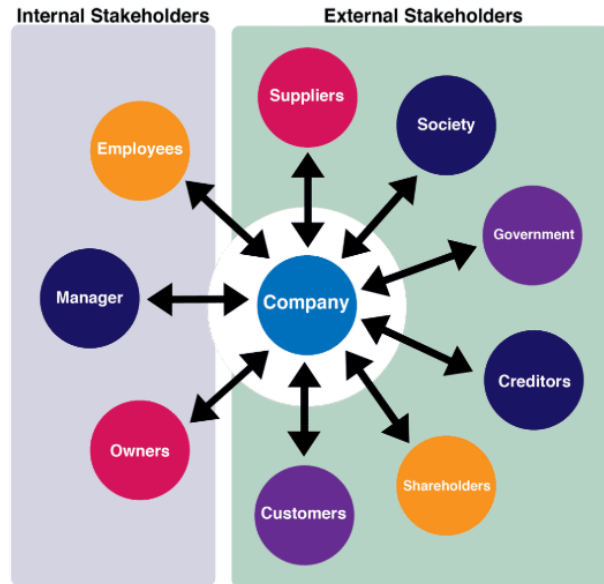
1. Describe the critical elements of Human Resource Management (HRM) and the importance to organizational success.
2. Define HRM competencies, functions, and framework, including recruitment, employee training and development, performance management, compensation management, and employee relations.
3. Describe methods of job evaluation and designing pay plans that are fair and equitable.
4. Explain the essential elements of open and honest communications, fair treatment, ethical workplaces, and discipline.
5. Apply the appropriate laws relating to all functions of Human Resource Management and the main obligations employers and employees have for complying with them.
6. Identify the factors involved in ensuring compensation equity.
7. Describe methods of job evaluation and designing pay plans.

Recommended Learners

- Undergraduate Students
- Graduate Students
- For learners who want to gain knowledge and understanding about the various aspects of Human Resource Management careers.

Strategic Importance of Managing Human Resources

Stakeholders are individuals or groups that have interests, rights, or ownership in an organization and its activities. Stakeholders benefit from a company's successes and are harmed by its failures and mistakes. Hence, organizations must satisfy stakeholders in order to further its own well-being.



An example of a learning event in our Leading Edge Learning modules. The types of instructional content within the modules include: readings, videos, transcripts, audios, interactive questions, offline application exercises, flash cards, narrated presentations, matching exercises, relevant articles, downloads, a final exam, and other activities designed to engage learners based on recognized science of learning educational concepts.

Applications and Best Practices

- ✓ Integrate in a course or program on human resource management or business administration.
- ✓ Academic leveling for learners who may not have adequate preparation for advanced studies.
- ✓ Professional development for continuing education or refresher skills.
- ✓ Develop skill sets of working professionals.

Pricing

Module is Approximately 3-5 Learner Hours

1-100 Learners per Year
\$49 per Learner

101-500 Learners per Year
\$44 per Learner

500+ Learners per Year
\$39 per Learner