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The mission of McKendree University is to provide a high-quality educational experience to outstanding students.

~Responsible Citizenship ~Engagement ~Academic Excellence ~Lifelong Learning~

HRM 360 LEARNING AND DEVELOPMENT (3)

This course focuses on aligning organizational business needs with employees' competencies, knowledge, and skills, and identifying the gaps, providing learning opportunities that increase employee capability and organizational knowledge. Some of the topics include Human Performance Technology organizational intervention design and implementation approaches, knowledge management, and coaching/ mentoring. The course includes application of current federal laws and regulations and proposed changes. Prerequisite: MGT 334.

Student Learning Outcomes

Students will:

1. Demonstrate an understanding of the ADDIE model for designing training programs.
2. Explain the importance of conducting a needs assessment for training program development.
3. Define and discuss e-learning concepts and their application in training.
4. Apply principles of adult learning theory to the design and delivery of training programs.
5. Develop strategies to implement and evaluate training programs effectively.
6. Analyze human resource issues influenced by political, economic, social, technological, legal, and environmental forces.
7. Utilize data, benchmarks, and evidence-based research to inform HR decision-making.

Course Topics

1. Introduction to Training and Development
2. The ADDIE Model
3. Needs Assessment
4. Training Design
5. E-Learning and Technology
6. Training Implementation
7. Promoting and Marketing Training



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HRM 411 TALENT MANAGEMENT (W) (3)

This course includes recruiting, selection, hiring, retention of staff, and employee relations. Additional topics covered will be performance management, career development, and the use of metrics to objectively guide the decision-making processes. The course includes application of current federal laws and regulations and proposed changes. This course contains professional writing assignments; such as case study analysis. Prerequisite: MGT 334.

Student Learning Outcomes

Students will:

1. Understand and apply strategic staffing models to organizational planning.
2. Analyze and interpret legal compliance and ethical considerations in staffing and talent management.
3. Conduct job analysis and develop strategies for external and internal recruitment.
4. Evaluate measurement techniques and selection processes for staffing decisions.
5. Develop and implement Affirmative Action Plans based on regional demographic analysis.
6. Assess retention strategies to improve organizational talent management.

Course Topics

1. Staffing Models and Strategy
2. Legal Compliance
3. Planning and Job Analysis
4. Recruitment Strategies
5. Measurement and Selection
6. Retention Management



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HRM 430 BENEFITS AND COMPENSATION (3)

Compensation is a term used to describe pay and benefits. The class will explore how a company's mission, goals, and philosophy affects compensation. Topics include the role of job analysis and job design in compensation decisions. The course includes application of current federal laws and regulations and proposed changes. Prerequisite: MGT 334. Spring and summer, annually.

Student Learning Outcomes

Students will:

1. Understand the fundamentals of compensation and benefits management.
2. Differentiate between various types of compensation and benefits.
3. Develop and evaluate a compensation and benefits package for an organization.
4. Analyze factors influencing benefits selection, including budget constraints and strategic alignment.
5. Assess competitive compensation strategies to attract and retain employees.
6. Evaluate the role of government-mandated benefits and legal compliance in compensation planning.
7. Explore the impact of unions, international pay systems, and management considerations on wage and salary administration.

Course Topics

1. Introduction to Compensation
2. Job Analysis and Evaluation
3. Pay-for-Performance Systems
4. Employee Benefits
5. Union and International Considerations
6. Budgeting and Total Compensation Costs



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HRM 440 EMPLOYMENT LAW (3)

Employment law focuses on federal laws, regulations, and executive orders that impact employee/employer relationships. Some of the laws covered are Americans with Disabilities Act, Fair Labor Standards Act, Occupational Safety and Health Act, Civil Rights Act, Affordable Care Act, and Family Medical Leave Act. Students will learn the terminology and application of the laws through case studies. Prerequisite: MGT 334 and BUS 303 or 304.

Student Learning Outcomes

Students will:

1. Assess the impact of changes in laws and regulations on organizational human resource management functions.
2. Identify and apply legal and regulatory terminology in the context of human resource management.
3. Evaluate employment laws and their influence on staffing relationships, such as discrimination, workplace safety, compensation, and employee rights.
4. Develop critical thinking skills through case analysis and application of employment law principles.

Course Topics

1. Introduction to Employment Law
2. Discrimination and Equal Opportunity
3. Staffing and Recruitment
4. Workplace Safety and Health
5. Wages and Benefits
6. Unions and Collective Bargaining
7. Privacy and Employee Rights



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HRM 450 STRATEGIC HUMAN RESOURCE MANAGEMENT (3)

This course is a culmination of all previous course work designed to incorporate the interrelationship of HR functions, ethics, sustainability, corporate/social responsibility, international HR, and role of HR professional as internal consultant to business. Topics include managing workforce changes, mergers, acquisitions and reductions in force, competitive strategy, HR performance metrics, and organizational effectiveness. The course includes application of current federal laws and regulations and proposed changes. With the instructor's guidance, the student will develop a project related to the overall environmental context of business. Prerequisites: MGT 314, 334, COM 370, HRM 411, 430, 440.

Student Learning Outcomes

Students will:

1. Apply critical thought regarding the business environment and its implications for HR management.
2. Demonstrate understanding of major concepts in functional areas of business and HR.
3. Analyze HR issues influenced by political, economic, social, technological, legal, and environmental factors.
4. Utilize data, evidence-based research, and HR/business metrics to support decision-making.

Course Topics

1. Competitive Strategy in HR
2. Human Resources Strategy
3. Corporate Culture
4. Organizational Development
5. HRIS and Data Analytics
6. Corporate Social Responsibility and Sustainability
7. Communication and Consultation