

# Course Abstract

**Course ID and Name: MGT 220, Human Resources Management**

**Department: Business and Computer Science**

Chairperson or Course Coordinator: Dr. Aslihan Cakmak

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**Prerequisites:** None

**Co-requisites:** None

**Course Description:**

An analysis of the principles of organization for effective Human Resources Management. Selection of personnel, delegation of responsibilities, the psychology of motivating and directing people, dealing with unions and other organized groups and training and maintaining morale.

**Credits: 3**

*If you need accommodations due to a disability, contact Disability Services in Edison Hall Room 100, 732.906.2546.*

*To foster a productive learning environment, the College requires that all students adhere to the Code of Student Conduct which is published in the college catalog and website.*

**Learning Outcomes:**

**Upon successful completion of the course, students will be able to:**

1. Describe the strategic role of human resources in organizations.
2. Identify ethically sound business decisions.
3. Evaluate employees' performance and development while conforming to required legislation and companies' policies and procedures.

**Course Content Areas:**

- Overview of strategic human resource management in a global economy
- Business ethics and corporate social responsibility
- Workforce diversity, equal employment opportunities, and affirmative action
- Job analysis, strategic and human resource planning
- Recruitment, selection, training, and development of employees
- Performance management, appraisal, and all compensation issues
- Labor unions and collective bargaining