

**University of Arkansas – Fort Smith**

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**General Syllabus**

**OMT 2243 Strategic Personnel Development**

**Credit Hours:** 3

**Lecture Hours:** 3

**Lab Hours:** 0

**Prerequisite:** OMT 1653 Employee Benefits

**Effective Semester:** Summer I 2015

**I. Course Information**

**A. Catalog Description**

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

**II. Student Learning Outcomes**

**A. Subject Matter**

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

1. Explain the important terminology, facts, concepts, principles, analytic techniques, and theories used in the field of human resources management.
2. View and understand the changing workforce composition and globalization, functions of recruitment, and development and training.
3. Understand compensation, integration into the workforce, risk managements and employee relations.
4. Understand 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**

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

**Analytical 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.

**Ethics**

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