NorthWest Arkansas Community College
Division of Business & Computer Information Division

BUTR 2033 ACQUISITION AND MANAGEMENT OF HUMAN CAPITAL (F,S)

Catalog Description:
Study of the process of acquiring and managing human resources, focusing on the organizational behavior, legal, economic, and technical issues concerned with business decisions about acquiring, motivating, and retaining employees; emphasis given to the development, implementation, and assessment of policies and practices consistent with legal, social, human, and environmental dynamics.

Prerequisite:
Grade of "C" or better in all of the following: BUTR 1023, BUTR 1033, ECON 2023, BLAW 2013. These prerequisites do not apply to AAS Business Management students.

Credit Hours/Contact Hours/Load Hours:
3/3/3

Target Audience / Transferability:
This class will benefit all students who plan to transfer to the Walton College of Business, as well as, those who seek to complete an AAS Degree in Business Management.

Student Learning Outcomes:
Students completing this course will:

- Prepare a professional employment packet for an existing or future position
- Justify employment decisions based on HR laws and regulations
- Demonstrate the ability to apply interviewing skills
- Analyze and assess current employment markets
- Evaluate and develop compensation strategies for employees
- Evaluate and develop training programs for corporate needs
- Evaluate and justify various performance appraisal methods
- Use reasoning skills to solve assignments that will further their understanding of the human resources.

Topics:
- Motivation
- Performance Appraisals
- Compensation Issues
- Incentive Plans
- Group and Team Dynamics
- Leadership
- Job Satisfaction and Stress
- Supply and Demand in Labor Markets
- Unemployment
- Labor Relations
- Organizational Culture
- Employee Selection, Training, and Development

Forms of Assessment:
Exams, Professional Employment Packet, Group Assignments, and Individual Assignments