

## Business Department Course Outline

### BUTR 2203 Managing People and Organizations (F, S, SUM)

#### ***Catalog Description:***

Study of the process of acquiring and managing Human Capital, 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:***

ACCT 2023 and BUTR 1033

#### ***Credit Hours/Contact Hours/Load Hours:***

3/3/3

#### ***Target Audience / Transferability:***

This course is designed for students majoring in some area of business administration. This course is part of the core business requirements for all students planning to enter the Walton College of Business at the University of Arkansas and may not transfer to other 4-year institutions.

#### ***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
- 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 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:***

Homework, quizzes, exams, papers and projects

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