

Northwest Arkansas Community College
Business and Computer Information Systems Division

Discipline Code

BUTR

Course Number

2203

Course Title

Managing People and Organizations

Catalog Description

(F, S, SUM) 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.

Prerequisites

ACCT 2013 (Principles of Accounting I), and BUTR 1033 (Data Analysis and Interpretation), ECON 2013 (Principles of Macroeconomics) OR ECON 2023 (Principles of Microeconomics), all with a "C" or higher.

Credit Hours

3 credit hours

Contact hours

45 lecture/lab contact hours

Load hours

3 load hours

Semesters Offered

Fall, Spring & Summer

ACTS Equivalent

None

Grade Mode

A-F

Learning Outcomes

Students completing this course will:

- Prepare a professional portfolio 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.

General Education Outcomes Supported

Standard Practices

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

Learning activities

- *More Than Ready: 7 Proven Techniques for Job Winners* series and accompanying career assessments and professional portfolio development.
- This course requires additional work that may need to be completed out of class or in a virtual or on-campus lab.

Assessments

Exams, individual and group assignments, and participation.

Grading Guidelines

- A—90-100%
- B—80-89%
- C—70-79%
- D—60-69%
- F—Below 60%
- FP—Failure to Participate

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