

## HR 698: Capstone Seminar in Human Resources

Pre-requisite: 21 credit hours

### Course Description:

This capstone seminar course of the MSHR program places an emphasis on the strategic aspect of human resources and how HR professionals can best demonstrate their value to the organization and play a leadership role i We will explore both historical and current perspectives of HR within organizations and prospective role changes for HR.

### Learning Objectives:

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

- 1) Discuss the history of HR and current perceptions of the effectiveness of the HR function and their implications for future HR practices.
- 2) Discuss the linkage between HR and organizational strategy and the meaning and implications of a strategic approach to human resources.
- 3) Engage in personal, critical reflection about key HR issues and their implications for development as a leader within an organization
- 4) Discuss w/examples how strategic HR leaders are data-driven, using metrics and Evidence Based Management (EBM) concepts.
- 5) Discuss from a strategic and evidence-based HR perspective particular HR topics, such as globalization, HRIS, and labor relations.