

Course ID	Course Description	Course Objectives
<p>EMMM 6380 Human Resource Management</p>	<p>This course is designed for current and aspiring physician leaders, executives, and managers who need to have a fundamental understand of the role of human resources in the governance and operations of health care organizations. This course is also designed to equip each student with the knowledge and skills necessary to formulate and execute human resources strategies that are aligned with the vision, mission, values, and strategies of their respective organizations. This course will take the perspective of senior leadership of both large and small health care organizations in which in some cases the senior leaders collaborate with professionally trained human resources practitioners and in other cases the senior physician leaders function as the senior human resources practitioners.</p>	<ol style="list-style-type: none"> 1. Examine the history, evolution, and impact of the field of human resources within the health care sector. 2. Explain the relationship between human resource strategy with overall organizational strategy and functional strategy. 3. Determine the importance and use of the human resources audit. 4. Describe the various basic organizational responses an organization can establish with respect to its environment. 5. Explain the critical link between strategic management and HRIS. 6. Identify the ability to establish and maintain legally defensible employment practices. 7. Discuss the strategic uses of job analysis. 8. Describe the recruiting methods and selection methods to attract and retain top talent. 9. Identify and describe the steps involved in the strategic framework for job design and redesign. 10. Design and evaluate a training program that results in results. 11. Discuss the strategic importance of performance management. 12. Develop a monetary and non-monetary compensation and benefits strategy that both rewards high performance and incentives high performance.