



# Course Competency Report by Code

Code: BNV1

## Human Resource Management (BNV1)

Course of Study: BNV1 - Human Resource Management  
 Course Level: Undergraduate  
 Course Division: Upper Division Major  
 Discipline: Business  
 Course Type:  
 Department: Business

COMPETENCY #	COMPETENCY NAME	COMPETENCY TEXT
312.1.1	Developing a Human Resource Strategy	The graduate identifies key elements in human resources and organizes the elements into a cohesive human resource strategy.
312.1.2	Managing a Human Resource Strategy	The graduate develops a human resource strategy based on organizational goals and objectives, including policy development, change management strategies, and evaluation processes.
312.1.3	Workforce Planning Strategy	The graduate applies human workforce planning to support an organization's ability to accomplish its goals.
312.1.4	Workforce Planning Process	The graduate develops a plan for managing an organization's workforce to include sourcing, recruitment, hiring, orientation, succession planning, retention, and termination.
312.1.5	Human Resource Development Management	The graduate develops and manages an organization's human resource development (HRD) activities and programs such as training, talent management, performance management and evaluation.
312.1.6	Human Resource Development Planning	The graduate develops human resource development (HRD) activities and programs to ensure that the workforce has the knowledge, skills and abilities, and performance outcomes needed to meet present and future organizational needs.
312.1.7	Designing Total Reward Programs	The graduate develops, selects, implements, administers, and evaluates an organization's total rewards program.
312.1.8	Total Rewards & Strategy	The graduate designs an organization's total rewards program to support strategic goals, objectives, and values.
312.1.9	Labor Relations	The graduate identifies the role of the union in an organization and develops strategies for managing labor relations.
312.1.10	Employee Relations & Strategy	The graduate identifies activities, policies, and procedures for balancing the rights of employer and employee in order to support strategic goals, objectives, and values of the organization.
312.1.11	Human Resource Risk Management	The graduate develops, implements, administers, and evaluates a risk management program that provides a safe and secure working environment and protects the organization from liability.