

**WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION**

COURSE TITLE: Foundations of People Management

COURSE NUMBER: HRM 201

PRE-REQUISITE(S): COURSE DESCRIPTION:

Human resource management and explain its
importance to the organization and its
effect on people.

Students will:

Identify human resource management and related terms.

Describe human resource management policies and procedures.

Identify the processes of recruiting, retaining, disciplining, and terminating

- B-2 Summarize the supervisor's role in developing training programs for employees.
- B-3 Differentiate between counseling and disciplining employees
- B-4 Explain the effective use of performance appraisals to meet organizational goals and objectives.
- B-5 Summarize the importance of employment law and ethics in the practice of supervision.

GOAL C:

The student will be able to summarize and apply best practices for effective people management as it relates to diversity/equity/inclusion, motivation, team building, and conflict resolution.

Learning Objectives: The student will:

- C-1 Define diversity, equity, and inclusion and summarize the importance for effective people management.
- C-2 Identify strategies to encourage diversity, equity, and inclusion in the workplace, and prevent and discourage discrimination.
- C-3 Explain employee engagement, individual goal setting, and theories on motivation.
- C-4 Summarize the supervisor's role in effective team building and team management.
- C-5 Apply methods to effectively manage conflict and change.
- C-6 Explain trauma-informed management skills and summarize the importance for effective people management.