

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

**COURSE TITLE:** Staffing Organizations

- B-5 Discuss how voluntary and involuntarily terminations impact staffing.
- B-6 Analyze the process of developing a strategic analysis of an organization and its environment to define and forecast HR plans, staffing models, and recruitment plans that align with the organizational strategy.
- B-7 Assess and apply metrics to evaluate and demonstrate the value of staffing policies and programs.
- B-8 Analyze the role of technology in the staffing function of an organization.
- B-9 Summarize the importance of onboarding and employee retention strategies to the staffing function of an organization.
- B-10 Summarize the current and future trends impacting the staffing function of an organization.

**GOAL C:**

The student will explain how asking legal, job related, probing open-ended style question affects interviewing and hiring.

**Learning Objectives:** The student will:

- C-1 Identify the objectives of interviewing.
- C-2 Evaluate structured employment interviews and importance of identifying job fit, cultural fit, and organizational fit in the interview process.
- C-3 Discuss how telephone screenings, reference and background checks, testing, and screening speed up the hiring process and aids in the avoidance of negligent hiring.

**GOAL D:**

The student will explain the use of effective recruitment tools.

**Learning Objectives:** The student will:

- D-1 Evaluate and recommend selection of media for effective recruiting.
- D-2 Develop employment advertisements.
- D-3 Discuss the use of University recruiting, job fairs, and search agencies to assist in staffing organizations.
- D-4 Evaluates the use of Employer Value Proposition and employment brand for sourcing and recruiting applicants.