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Over the last several years, the nonprofit sector has grown in size, sophistication, impact, and influence. Successful management of nonprofits requires knowledge of the key functions of these organizations and the roles leaders must play. Nonprofit organizations must rely on effective human resource management to meet their short-term goals and long-term success. Nonprofit organizations offer unique issues of balancing board members, staff members, independent contractors, and volunteer staff, all while maintaining a traditional focus on compliance and workforce concerns. This course will give students an overview of the purpose of nonprofit organizations, management tasks, and important trends that affect the environment in which nonprofits work and how this affects Human Resource Management.

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The student will be able to define the nonprofit workforce structure.

\$ P = A 7 6 7 D ! ) : Q P < C 6 R P F 4 ! The student will:

- A-1 Recognize the importance of each nonprofit workforce member – Board Members, Officers, Staff, Independent Contractor, Volunteer Staff
- A-2 Apply recruitment strategies for all types of nonprofit workforce members.
- A-3 Summarize the intrinsic retention motivations for each type of nonprofit workforce member.

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The student will discuss the legal aspects and the responsibilities of both the employer and the employee in the work environment, while understanding the additional governmental regulations required by nonprofit organizations.

**\$P=A767D! ) :QP<C6RPF4!**The student will:

- B-1 Summarize the federal, state, and local laws related to EEOC and other employment laws and their implication on Human Resource Management.
- B-2 Analyze the aspects of the Worker's Compensation law including a historical perspective, legislation, medical treatment and monetary benefits.
- B-3 Analyze the additional government requirements for nonprofit organizations receiving government funds.

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The student will discuss the difference between the challenges facing the nonprofit sector vs. the private sector.

**\$P=A767D! ) :QP<C6RPF4!**The student will:

- C-1 Describe the challenges facing the nonprofit organizations
- C-2 Describe solutions to remedy the Human Resource challenges facing nonprofit organizations.

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The student will demonstrate effective written and oral communication skills when discussing human resource theories, principles and trends to all stakeholders.

**\$P=A767D! ) :QP<C6RPF4!**The student will:

- D-1 Develop a paper using APA style on a human resource management topic.
- D-2 Research HR journals, books, texts, articles and websites whereby information will be included in the term paper.
- D-3 Incorporate practical HR examples to enhance the theory, principles and trends in the field.