

## **Human Resource Strategy Course**

**For**

**Mini MBA**

**By**

**Professor Steve Werner**

### **COURSE OBJECTIVE**

The primary purpose of this course is to consider the effective management of people at work through human resource management (HRM) functions. This course examines what can or should be done to make people more productive and satisfied with their working life. The topics covered will include the importance of HRM, Strategic HRM within an integrative framework, justice as perceived by employees, The Civil Rights Act, and other Discrimination Laws, and effective selection within legal constraints. The workshop will include several group experiential exercises.

#### **Learning Goals:**

1. Describe the importance of managing human resources.
2. Show how environmental factors impact the formulation of HRM strategies.
3. Explain how to implement an HRM strategy effectively.
4. Describe the importance of fairness and legal compliance.
5. Detail the main labor laws in the U.S.
6. How to handle people's issues without violating labor regulations
7. Describe the roles and responsibilities of line managers with respect to various HR functions.

**Steve Werner** is the JPMorgan Chase Professor of International Business and Chair of the Management & Leadership Department. He received his Ph.D. in Management from the University of Florida. His research focuses on various human resource management issues, particularly compensation and international HRM. He has published in academic and practitioner publications. He has served as an elected member of the Executive Committee of the Human Resource Division of the Academy of Management. He is on the editorial boards of *The Journal of Management*, *Human Resource Management Journal*, *The International Journal of Human Resource Management*, and *Human Resource Management Review*.

He has been a consultant to several larger and smaller firms and organizations on various aspects of compensation and human resource management. His clients include KMPG, Conoco, and the State of Texas. He has also advised many compensation consulting firms and has been an expert witness. He is a member of the Academy of Management, the Society for Human Resource Management, and the Academy of International Business.