Course Number & Name: LIS 677 – Human Resource Management for Library and Information Services

Description: This course is a comprehensive examination of the various functions and responsibilities of human resources managers. The course studies the interactions between managers, organizational staff, and/or specialists. This course will cover human resource management (HRM) as it relates to strategic planning for human resource development; work design; recruitment, selection and retention of staff; compensation and position classification; performance planning and assessment; labor relations; motivating and leading a diverse workforce; and staff and organization development.

Prerequisites: LIS 671 – Managerial Leadership

Audience (level, environment/setting): beginning doctoral; all settings

Student Learning Outcomes: (see models document for definitions of leadership competencies – www.simmons.edu/gslis/phdlip/program)

- information discovery
- innovative thinking
- strategic orientation
- written communication skills
- organizational awareness
- change leadership
- initiative
- professionalism
- human resource management
- relationship building

Topics:

- Strategic management of human resources
- Workforce planning
- Compensation and benefits
- Labor relations
- Creating a high-performing and effective workplace
- Human resource development (HRD)
- Performance planning and assessment
- HRM and the future of organizations

Suggested Textbooks/Readings:

- Supported by additional readings from the current literature.

November 2007