

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/phdmlip/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:**
 - Noe, R. A., et al. (2006). *Human resource management: Gaining a competitive advantage*. New York: McGraw-Hill/Irwin.
 - Losey, M., Ulrich, D. & Meisinger, S. (Eds.) (2005). *The future of human resource management: 64 thought leaders explore the critical HR issues of today and tomorrow*. Hoboken, NJ: Wiley.
 - Ulrich, D. & Brockbank, W. (2005). *The HR value proposition*. Boston, MA: Harvard Business School Press.
 - Supported by additional readings from the current literature.