

# BUSINESS: MANAGEMENT AND HUMAN RESOURCES, BBA

## LEARNING OUTCOMES

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1. (Human Resources and Management Tracks) Understand that the management of human resources is vital to a successful business strategy and organizational effectiveness.
2. (Human Resources Track) Analyze organization compensation strategy to identify problems and develop solutions that support the organization's strategy.
3. (Human Resources Track) Discern which staffing techniques are poor, fair, and good predictors of employees' future job performance.
4. (Human Resources Track) Identify and address the various challenges currently facing labor and employment relations.
5. (Human Resources Track) Apply appropriate tactics in competitive and cooperative negotiations individually and as part of a negotiation team.
6. (Human Resources Track) Design work systems and roles that allow employees to contribute to organizational performance.
7. (Entrepreneurship Track) Develop innovative solutions to challenging problems and generate economic and socially valuable outcomes.
8. (Entrepreneurship Track) Create, assess, shape, and act on opportunities in a variety of contexts and organizations.
9. (Entrepreneurship Track) Make decisions based on mindfulness of relevant stakeholders, ethical reflections, and an attempt to create and sustain social, environmental, and economic value.
10. (Entrepreneurship Track) Incorporate cultural context and complexities when managing in a global environment.
11. (Entrepreneurship Track) Exercise appropriate leadership, value diverse perspectives, and work collaboratively to accomplish organizational objectives in a dynamic environment.
12. (Management Track) Develop successful team structures that mitigate decision-making pitfalls and interpersonal conflict while maximizing team performance.
13. (Management Track) Design successful organization structures to achieve strategic objectives and execute operational plans within a global business environment.
14. (Management Track) Diagnose management and organizational problems from an internal or external consultant's perspective and design interventions to enhance organizational effectiveness.
15. (Management Track) Evaluate an organization's internal capabilities and external pressures and maximize its competitive advantage within an industry.