

HUMAN CAPITAL MANAGEMENT, B.S.

Begin Campus: Any Penn State Campus

End Campus: Harrisburg

Learning Outcomes

Student Graduates of our Baccalaureate Degree Programs Should Be:

- **Goal 1: Be Effective Communicators**
 - **Objective 1.1:** Convey ideas in a clear, coherent manner in written communication
 - **Objective 1.2:** Present verbally thoughts and ideas in a way that can be clearly understood by a target audience
- **Goal 2: Be Ethically and Socially Responsible**
 - **Objective 2.1:** Be competent in analyzing social and ethical decision-making issues in organizations
- **Goal 3: Be Critical Thinkers**
 - **Objective 3.1:** Graduates should be able to identify company issues (noting timing, magnitude, strategic relevance of the issue from view of target stakeholder), perform and describe analysis with relevant facts/support, provide alternatives (examining the pros/cons of each potential solution), and recommend a solution for the identified issue
- **Goal 4: Have competence in their Discipline**
 - **Objective 4.1:** Demonstrate knowledge of the history and current practices in their major and recognize, recommend, and implement best practices in their areas of specialization

H. Human Capital Management Program: Graduates with a degree in Human Capital Management should possess the skill set required to perform competently as human capital management professionals

- **HCMCA 1.1:** Demonstrate knowledge of the major Human Resource discrimination laws such as Title VII, ADA, and ADEA
- **HCMCA 1.2:** Demonstrate knowledge of recruitment and selection practices
- **HCMCA 1.3:** Demonstrate knowledge of ADDIE training model and career development
- **HCMCA 1.4:** Demonstrate knowledge of compensation system design, regulatory compliance and management
- **HCMCA 1.5:** Demonstrate knowledge of benefits system design, regulatory compliance and management
- **HCMCA 1.6:** Demonstrate knowledge of HR metrics and analytics and alignment with organizational strategy
- **HCMCA 1.7:** Demonstrate knowledge of employee relations, regulatory compliance and employee disciplinary procedures