

HR-BAS 440 : Human Resources Recruitment, Staffing, and Selection

Credits 5

Quarter Offered Spring

This course provides a comprehensive overview of the recruitment, staffing, and selection process within organizations. Students will examine strategic workforce planning, contemporary recruitment strategies, and federal laws affecting hiring practices. The course will explore effective interviewing techniques, selection criteria, and the importance of critical thinking throughout the recruitment cycle. Additionally, students will explore how current trends in impacting the selection process and overall talent management strategies. This class may include students from multiple sections.

Must be seeking a Bachelor of Applied Science in Management degree to enroll. If interested, visit pencol.edu/bas

Prerequisites

Human Resources Management BAS Program Admittance

Course Outcomes

- Demonstrate understanding of the strategic role of benefits by analyzing the impact on talent attraction, retention, and engagement.
- Examine key regulatory requirements and legal frameworks, such as the ACA, ERISA, and FMLA, and their impact on benefits design and administration.
- Design and effectively communicate benefits plans including retirement, health care, paid time-off, and work-life balance programs.
- Demonstrate the ability to administer benefits programs effectively while ensuring compliance and alignment with organizational goals.
- Identify emerging benefit trends to adapt benefits programs to modern workforce needs.