

Sample Syllabus Summary:
The assignments and readings are from the Quarter listed. They
will most likely change – use as an example ONLY.

University of Washington
EXTENDED MPH DEGREE PROGRAM

HSMGMT 563
Personnel Management for Health Professionals

Spring 2010
E-08

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FOCUS

This course focuses on the impact of personnel policy and practices on organizational effectiveness. The course explores policy and practice options and also focuses on developing human resources skills for line managers, especially negotiating skills.

LEARNING OBJECTIVES

Upon completing this course the student should be able to:

1. Demonstrate the behavioral connections among leadership, personnel management and negotiations in organizations.
2. Describe benchmarks for high performance organizations.
3. Evaluate social competence for the selection of candidates for positions.
4. Recognize performance feedback as a way to stimulate both personal and organizational development.
5. Strategically work with labor unions to create mutual gain and organizational justice.

METHODS

Readings, case lectures/discussions and out of class projects will be utilized to enhance knowledge about and skill in managing human resources effectively and strategically.

ASSIGNMENTS

You are responsible for critically evaluating three human resource systems regarding their contribution to organizational effectiveness:

1. Selection
2. Performance Appraisal
3. Compensation