

WILMINGTON UNIVERSITY
COLLEGE OF BUSINESS
BASIC COURSE INFORMATION

COURSE TITLE: HRM Technology Fundamentals

COURSE NUMBER: HRM 335

PREREQUISITE: HRM 311

COURSE DESCRIPTION:

This course explores the role of technology in Human Resource Management (HRM) and how new technologies can contribute to the strategic management of human

- B-3 Analyze HR technology that integrates with and complements other enterprise information systems, software, and technology.
- B-4 Evaluate how HR technology supports the various HR practices throughout the Talent Management Lifecycle, including applicant tracking system (ATS), HRIS, learning management system, performance management system, and big data analytics software.
- B-5 Differentiate specific human resource metrics and people analytics that leaders and HR professionals can use to make better business decisions.
- B-6 Apply technologies to collect, access and analyze data and information to understand business challenges and recommend evidence-based solutions.

GOAL C:

The student will understand the systems development life cycle and how project management is used as an approach when planning, designing, and implementing HR technology solutions.

Learning Objectives: The student will:

- C-1 Summarize the systems development life cycle and describe the steps in conducting a needs analysis.
- C-2 Summarize project management approaches, techniques, and tools and how they can be applied to an HR technology implementation.
- C-3 Analyze the planning, analysis, design, and implementation of an organization's HR technology initiative.
- C-4 Create a business case including cost/benefit analysis for a given organization's HR technology initiative.
- C-5 Develop a needs assessment and vendor RFP (Request for Proposal) and effectively evaluate the types of systems and automation choices available based on the organization's specific needs.
- C-6 Summarizes effective vendor management implementing HR technology initiative.

GOAL D:

The student will be able to summarize the trends in HR technology (e.g. cloud, artificial intelligence, augmented analytics) and their respective practices within HR functions.

Learning Objectives: The student will:

- D-1 Summarize the specific impacts that new technology has on the following HR functions: compensation, benefits, staffing, performance management, diversity/equity/inclusion, and training & development.

- D-2 Assess the key technological trends and best practices that are shaping the future of HR, including artificial intelligence, blockchain, collaboration software, and machine learning.
- D-3 Evaluate the security, legal, ethical, and privacy issues involved in the use of HR technology.
- D-4 Summarizes effective standards and policies for use of technologies in the workplace.