

Syllabus for HCA 730

Human Capital Management in Healthcare

NOTE: This syllabus document contains the basic information of this course. The most current syllabus is available in the full course.

Course Description

Examines complexities in human resource management strategies in healthcare organizations. Provides knowledge and tools to develop high potential workforces using a people-centered approach to human capital management, organizational culture/climate, communication, and talent development to ensure competitive advantage in creating sustainable high-performance healthcare organizations in rural and urban settings.

Prerequisite(s)

HCA700
HCA720

Course Outcomes

Upon completing this course, you will be able to do the following:

- Define organizational culture and climate's impact on individual and group organizational behavior and performance.
- Assess how individual and organizational core values influence employee engagement, productivity, and profitability using a people centered approach to organizational culture framework.
- Identify sources of human capital data and explain how they are used in strategic human capital management to ensure competitive advantage.
- Analyze issues informed by human capital and business strategy methodologies that sustain organizational learning, continuous improvement, and high performance in diverse healthcare settings.
- Design and evaluate programs and initiatives that address diverse talent needs for diverse healthcare organizations, including talent acquisition, development, and retention to ensure competitive advantage.
- Evaluate strategies to effectively manage people, ensure continuity of leadership to build and sustain high performance people centered organizations across diverse healthcare settings.
- Demonstrate leadership and communication skills necessary to build and sustain high performance people centered organizations for diverse healthcare settings.

- Determine the impact of aligned human capital management, operational systems, and talent development practices in people centered organizational cultures.

Course Requirements/Components

- Discussions
- IRB Application
- Final Report
- Final Narrated PowerPoint Presentation
- Personal Philosophy Essay

Grading

The following grading scale will be used to evaluate all course requirements and to determine your final grade:

Grade	Percentage Range
A	94% - 100%
A-	92% - 93.99%
B+	89%-91.99%
B	86%-88.99%
B-	83%-85.99%
C+	81%-82.99%
C	75%-80.99%
C-	70%-74.99%
D	65%-69.99%
F	Below 64.99%

Assignment (Example Table: Delete Before Saving)	Points
Discussions	240
Individual Philosophy Paper	50
IRB Training Certificate	10
IRB Application Draft 1	20
IRB Application Draft 2	15
IRB Approval letter	10
Final Report	50
Final Narrated PowerPoint Presentation	50
Total Points	420