Mindluster Platform

About the course Human Resource Management

Human resource management (HRM or HR) is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives.What is human resource management and its functions? Human Resource Management is a management function concerned with hiring, motivating, and maintaining workforce in an organization. Human resource management deals with issues related to employees such as hiring, training, development, compensation, motivation, communication, and administration.What are the 7 functions of HR? The seven HR basics Recruitment & selection. Performance management. Learning & development. Succession planning. Compensation and benefits. Human Resources Information Systems. HR data and analytics.What are the 5 main areas of HR? The 5 Main Roles in HR Talent Management. Compensation and Benefits. Training and Development. HR Compliance. Workplace Safety.What is the main role of HR? In simplest terms, the HR (Human Resources) department is a group who is responsible for managing the employee life cycle (i.e., recruiting, hiring, onboarding, training, and firing employees) and administering employee benefits.Who is HR in a company? Human Resources professionals perform a plethora of tasks, including recruiting, managing employee relations, and creating company policies.

Business Category's Courses

Course Lesson(249)

Lesson 1 : **Why Study HRM**

Lesson 2 : **HRM Past and Present**

Lesson 3 : **Change in HRM**

Lesson 4 : **Critical Factors of HRM**

Lesson 5 : **HRM Skills**

Lesson 6 : **HR Managers Responsibilities**

Lesson 7 : **Managers HRM Responsibility**

Lesson 8 : **HRM Career Resources**

Lesson 9 : **Employee Engagement**

Lesson 10 : **HRM and Agility**

Lesson 11 : **Strategy and HR Planning**

Lesson 12 : **Mission and Vision**

Lesson 13 : **Strategic Analysis**

Lesson 14 : **How Strategy Affects HRM**

Lesson 15 : **Designing a Strategy**

Lesson 16 : **Organizational Structure**

Lesson 17 : **Five Forces Analysis**

Lesson 18 : **Organizational Culture**

Lesson 19 : **Data Analytics and HR Technology**

Lesson 20 : **Introduction to HRIS**

Lesson 21 : **HRM Measurement and Metrics**

Lesson 22 : **HRM Legal Environment**

Lesson 23 : **Equal Pay Act**

Lesson 24 : **Title VII of the Civil Rights Act**

Lesson 25 : **Types of Discrimination**

Lesson 26 : **Discrimination Defenses**

Lesson 27 : **Understanding the ADEA**

Lesson 28 : **Understanding the VEVRAA**

Lesson 29 : **Pregnancy Discrimination Act**

Lesson 30 : **Americans with Disabilities Act**

Lesson 31 : **Civil Rights Act of 1991**

Lesson 32 : **Understanding the USERRA**

Lesson 33 : **Veterans Benefits Improvement Act**

Lesson 34 : **Genetic Nondiscrimination Act**

Lesson 35 : **Fair Pay Act**

Lesson 36 : **Immigration Laws**

Lesson 37 : **Introduction to the EEOC**

Lesson 38 : **EEO and Affirmative Action**

Lesson 39 : **Affirmative Action**

Lesson 40 : **Diversity in the Workforce**

Lesson 41 : **Sexual Harassment**

Lesson 42 : **Religious Discrimination**

Lesson 43 : **Workflow Analysis**

Lesson 44 : **Job Analysis**

Lesson 45 : **Introduction to O Net**

Lesson 46 : **Job Analysis Methods**

Lesson 47 : **Task and Competency Based Analysis**

Lesson 48 : **Job Descriptions and Specifications**

Lesson 49 : **Job Design and Redesign**

Lesson 50 : **Job Characteristics Model**

Lesson 51 : **Job Simplification**

Lesson 52 : **Job Expansion**

Lesson 53 : **Work Teams**

Lesson 54 : **Flexible Job Design**

Lesson 55 : **HR Forecasting**

Lesson 56 : **Labor Supply and Demand**

Lesson 57 : **The Recruiting Process**

Lesson 58 : **Internal or External Recruiting**

Lesson 59 : **Internal Recruiting**

Lesson 60 : **Recruiting Considerations**

Lesson 61 : **External Recruiting**

Lesson 62 : **Challenges in Recruiting**

Lesson 63 : **Recruiter Candidate Interaction**

Lesson 64 : **Realistic Job Preview**

Lesson 65 : **Evaluation of Recruiting**

Lesson 66 : **The Importance of Selection**

Lesson 67 : **Looking for Fit**

Lesson 68 : **What is an Employment Test**

Lesson 69 : **Valid and Reliable Measures**

Lesson 70 : **Application Screening**

Lesson 71 : **EEOC and Employment Tests**

Lesson 72 : **Polygraph Testing**

Lesson 73 : **Genetic Testing**

Lesson 74 : **Written Testing**

Lesson 75 : **Physical Skills Testing**

Lesson 76 : **Physical Exams**

Lesson 77 : **Fitness for Duty Testing**

Lesson 78 : **To Test or Not to Test**

Lesson 79 : **Interview Questions**

Lesson 80 : **Preparing for the Interview**

Lesson 81 : **Conducting the Interview**

Lesson 82 : **Background Checks**

Lesson 83 : **Job Offer**

Lesson 84 : **Training and Development**

Lesson 85 : **When is Training Needed**

Lesson 86 : **Steps in the Training Process**

Lesson 87 : **Needs Assessment**

Lesson 88 : **Challenges to the Training Process**

Lesson 89 : **Learning Theories**

Lesson 90 : **Shaping Behavior**

Lesson 91 : **Learning Styles**

Lesson 92 : **On The Job Training**

Lesson 93 : **Classroom Training**

Lesson 94 : **Training Assessment**

Lesson 95 : **Talent Management**

Lesson 96 : **Employee Development**

Lesson 97 : **Career Development**

Lesson 98 : **Management Versus Appraisal**

Lesson 99 : **Accurate Performance Measures**

Lesson 100 : **How to Conduct an Appraisal**

Lesson 101 : **Trait Appraisals**

Lesson 102 : **Behavioral Appraisals**

Lesson 103 : **Results Appraisals**

Lesson 104 : **Which Appraisal is Best**

Lesson 105 : **Critical Incidents Method**

Lesson 106 : **Management by Objectives Method**

Lesson 107 : **Narrative Method**

Lesson 108 : **Graphic Rating Scale**

Lesson 109 : **Behaviorally Anchored Rating Scale**

Lesson 110 : **Ranking Method**

Lesson 111 : **Which Appraisal Method is Best**

Lesson 112 : **Who Should Assess Performance**

Lesson 113 : **360 Degree Evaluations**

Lesson 114 : **Performance Appraisal Problems**

Lesson 115 : **Developmental Appraisal**

Lesson 116 : **Evaluative Appraisal**

Lesson 117 : **Employee Rights**

Lesson 118 : **Right of Free Consent**

Lesson 119 : **Right to Due Process**

Lesson 120 : **Limited Right to Privacy**

Lesson 121 : **Limited Right to Free Speech**

Lesson 122 : **Codes of Conduct**

Lesson 123 : **Data and Device Policy**

Lesson 124 : **Workplace Monitoring**

Lesson 125 : **Employment at Will**

Lesson 126 : **Probationary Periods**

Lesson 127 : **Employee Coaching**

Lesson 128 : **Employee Counseling**

Lesson 129 : **Employee Discipline**

Lesson 130 : **Just Cause**

Lesson 131 : **Progressive Discipline**

Lesson 132 : **Employee Discipline Model**

Lesson 133 : **Employee Termination**

Lesson 134 : **Human Resource Leadership**

Lesson 135 : **Situational Management**

Lesson 136 : **Management Styles**

Lesson 137 : **Building Effective Teams**

Lesson 138 : **Managing the Change Process**

Lesson 139 : **Overcoming Resistance to Change**

Lesson 140 : **Trust and Communication at Work**

Lesson 141 : **Job Satisfaction**

Lesson 142 : **Measuring Job Satisfaction**

Lesson 143 : **Determinants of Job Satisfaction**

Lesson 144 : **The Railway Labor Act**

Lesson 145 : **The Wagner Act**

Lesson 146 : **The Taft Hartley Act**

Lesson 147 : **The Landrum Griffin Act**

Lesson 148 : **WARN Act**

Lesson 149 : **Whistle Blowers**

Lesson 150 : **Understanding Contracts**

Lesson 151 : **Wrongful Discharge**

Lesson 152 : **Union Organizing**

Lesson 153 : **No TIPS Rules**

Lesson 154 : **Labor Relations**

Lesson 155 : **Limiting Union Organizing Efforts**

Lesson 156 : **Lockouts and Replacement Workers**

Lesson 157 : **Decertification Elections**

Lesson 158 : **Decertification Elections**

Lesson 159 : **Decertification Elections**

Lesson 160 : **Managing Employee Conflicts**

Lesson 161 : **Conflict Management Styles**

Lesson 162 : **Conflict Resolution**

Lesson 163 : **The Negotiation Process**

Lesson 164 : **Planning the Negotiation**

Lesson 165 : **Negotiation Steps**

Lesson 166 : **Alternative Dispute Resolution**

Lesson 167 : **Compensation Management**

Lesson 168 : **The Compensation System**

Lesson 169 : **Expectancy Theory**

Lesson 170 : **Equity Theory**

Lesson 171 : **Ability to Pay**

Lesson 172 : **Pay for Performance**

Lesson 173 : **Competency Based Pay**

Lesson 174 : **Pay Policy**

Lesson 175 : **Wage Compression**

Lesson 176 : **Pay Secrecy**

Lesson 177 : **Minimum Wage**

Lesson 178 : **Overtime Pay**

Lesson 179 : **Child Labor**

Lesson 180 : **Comparable Worth**

Lesson 181 : **Job Evaluation**

Lesson 182 : **Developing a Pay System**

Lesson 183 : **Variable Pay**

Lesson 184 : **Individual Incentives**

Lesson 185 : **Group Incentives**

Lesson 186 : **Bonus Compensation**

Lesson 187 : **Commission Compensation**

Lesson 188 : **Merit Pay**

Lesson 189 : **Piecework Plans**

Lesson 190 : **Standard Hour Plans**

Lesson 191 : **Nonmonetary Incentives**

Lesson 192 : **Gainsharing Plans**

Lesson 193 : **Employee Stock Ownership Plan ESOP**

Lesson 194 : **Stock Option and Purchasing Plans**

Lesson 195 : **Why do Pay Systems Fail**

Lesson 196 : **Challenges to Incentive Pay**

Lesson 197 : **Guidelines for Incentive Pay**

Lesson 198 : **Executive Compensation**

Lesson 199 : **Introduction to Benefits**

Lesson 200 : **Growth of Benefits**

Lesson 201 : **Benefits Considerations**

Lesson 202 : **Social Security and Medicare**

Lesson 203 : **Workers Compensation**

Lesson 204 : **Unemployment Insurance**

Lesson 205 : **Family Medical Leave Act FMLA**

Lesson 206 : **The Affordable Care Act**

Lesson 207 : **Understanding COBRA**

Lesson 208 : **Understanding HIPAA**

Lesson 209 : **Understanding ERISA**

Lesson 210 : **Group Health Insurance**

Lesson 211 : **Traditional Plans**

Lesson 212 : **Health Maintenance Organizations**

Lesson 213 : **Preferred Provider Organizations PPO**

Lesson 214 : **Health Savings Accounts HSA**

Lesson 215 : **Utilization Analysis**

Lesson 216 : **Defined Benefit Versus Defined Contribution**

Lesson 217 : **401K and 403B Plans**

Lesson 218 : **Simplified Employee Pension SEP Plans**

Lesson 219 : **IRAs and Roth IRAs**

Lesson 220 : **Paid Time Off**

Lesson 221 : **Life Insurance**

Lesson 222 : **Disability Insurance**

Lesson 223 : **Employee Services**

Lesson 224 : **Cafeteria Plans**

Lesson 225 : **Occupational Safety and Health Act**

Lesson 226 : **Introduction to OSHA**

Lesson 227 : **Introduction to NIOSH**

Lesson 228 : **Employee Assistance Program**

Lesson 229 : **Employee Ergonomics**

Lesson 230 : **Employee Stress**

Lesson 231 : **Workplace Security**

Lesson 232 : **Workplace Violence**

Lesson 233 : **Ethics in Business**

Lesson 234 : **Unethical Behavior**

Lesson 235 : **Ethical Decision Making**

Lesson 236 : **Code of Ethics**

Lesson 237 : **Ethical Organizations**

Lesson 238 : **Facing Ethical Questions**

Lesson 239 : **Social Responsibility**

Lesson 240 : **Levels of Social Responsibility**

Lesson 241 : **Organizational Sustainability**

Lesson 242 : **Global HRM**

Lesson 243 : **International Ethics**

Lesson 244 : **Global Staffing**

Lesson 245 : **Global Management Skills**

Lesson 246 : **Global Recruiting and Selection**

Lesson 247 : **Expatriate Preparation**

Lesson 248 : **Global Pay**

Lesson 249 : **Profit Sharing Plans**

Related courses

Business Entrepreneurship

Business Soft Skills

Economics

Intellectual Property

How to Start Business

Start a Cleaning Business



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