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

In this course, you will examine complexities in healthcare human resource management strategies. You will leave with knowledge and tools to develop high-potential workforces using a people-centered approach to human capital management, organizational culture, communication, and talent development. Your skills will ensure a competitive advantage in creating sustainable high-performance healthcare organizations in rural and urban settings.

Prerequisite(s)

HCA 700
HCA 720

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
- Interview
- Personal Philosophy Essay
- Final Project

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	85%-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	Points
Discussions	240
Interview a Human Capital Leader in Healthcare	35
Individual Philosophy Paper	25
Final Project	165
Total Points	465