# Minnesota State University Moorhead

## MHA 540: Talent Management in Healthcare

### A. COURSE DESCRIPTION

Credits: 3

Lecture Hours/Week: 3

Lab Hours/Week: 0

OJT Hours/Week: *.*

Prerequisites: None

Corequisites: None

MnTC Goals: None

This course is designed to study, understand, and apply basic skills essential to role of talent management within healthcare. The degree to which healthcare organizations understand and manage talent resources will have a significant impact on the success of the organization. This course serves as a comprehensive foundation for core aspects of talent planning, development, and administration vital to the talent manager, operational managers, and senior leaders. Additionally, the course will aim to develop students' capacity to identify, discuss, and reflect upon the ethical dimensions of political, social, and personal life, and to understand the ways in which they can exercise responsible and productive citizenship. Students will learn that responsible citizenship requires them to develop skills to understand their own and others' positions, the fundamental importance of talent management, be part of the free exchange of ideas, and function as public-minded citizens.

### B. COURSE EFFECTIVE DATES: 06/08/2023 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Staffing
   Compensation and Benefits
   Supervision, including Coaching and Performance Management
   Training and Development, including Learning Concepts
   Labor Relations, including Contract Negotiation and Administration
   General Employment Law, including Equal Employment Opportunity Law, Affirmative Action, and Workforce Diversity
   Workplace Management, including Culture, Accountability, and Fairness/Just Culture

**D. LEARNING OUTCOMES (General)**

1.  Apply the strategic role of talent management in healthcare.
2.  Synthesize their own ethical views for the greater good of the healthcare organization, the staff, volunteers, and patients.
3.  Analyze external pressures from the political, legal, ethical, and other requirements or influencing bodies.
4.  Analyze potential solutions to ethical dilemmas that have the potential to impact the healthcare organization, staff, volunteers, and patients.
5.  Analyze the exercising of citizens¿ rights and responsibilities within the realm of healthcare.
6.  Apply talent management decision-making strategies as applied to healthcare.
7.  Comprehend organizational workforce plans, in alignment with organizational goals and objectives. Apply staff training and development programs, in alignment with organizational goals and objectives.
8.  Comprehend successful recruitment and retention processes.
9.  Analyze workforce productivity.
10. Apply workforce diversity standards and the impact of globalization on healthcare.
11. Evaluate human resource performance evaluation systems.
12. Analyze the balance between management and non-management positions from a human resource perspective.

**E. Minnesota Transfer Curriculum Goal Area(s) and Competencies**

None

**F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted