

HUMAN CAPITAL MANAGEMENT, CERTIFICATE

Requirements for an undergraduate certificate may be completed at any campus location offering the specified courses for the certificate.

Certificate Learning Objectives

- Demonstrate competence in performance management, including knowledge of: rating techniques; pay-for-performance increase matrix; and, training process.
- Demonstrate competence in selection and development, including knowledge of: multiple hurdle selection process; selection related legal environment including adverse impact, Americans with Disabilities Act, and Age Discrimination in Employment Act; and, nine-box matrix.
- Demonstrate competence in total rewards, including knowledge of: federal, state, and local tax withholding; Fair Labor Standards Act; pay scale development using ranges and grades; defined benefit and defined contribution plans; discretionary benefit offerings; and, legally required benefit offerings.