

SHRM Learning System® for SHRM-CP/SHRM-SCP

Course Syllabus

Spring Semester: September 17, 2020 – December 10, 2020


Course Time: Thursdays, 6:00p.m. – 9:00p.m.

Instructor: Fernan Cepero

Instructor's Phone: 585-738-6384 (M)

Instructor's Email: fernanc@rochesterymca.org

Date	Session/Topic	Homework Assignment (To be completed before the next session)
September 17	Session 1: <ul style="list-style-type: none"> • Present course introduction. • Begin <i>HR Competencies</i>. 	For Session 2: <ul style="list-style-type: none"> • <i>HR Competencies</i> (finish)
September 24	Session 2: <ul style="list-style-type: none"> • Complete <i>HR Competencies</i>. 	For Session 3: <ul style="list-style-type: none"> • HR Strategic Planning • Talent Acquisition
October 1	Session 3: <ul style="list-style-type: none"> • Present HR Strategic Planning. • Present Talent Acquisition. 	For Session 4: <ul style="list-style-type: none"> • Employee Engagement and Retention • Learning and Development (begin)
October 8	Session 4: <ul style="list-style-type: none"> • Present Employee Engagement and Retention. • Begin Learning and Development. 	For Session 5: <ul style="list-style-type: none"> • Learning and Development (finish) • Total Rewards
October 15	Session 5: <ul style="list-style-type: none"> • Complete Learning and Development. • Present Total Rewards. 	For Session 6: <ul style="list-style-type: none"> • Structure of the HR Function • Organizational Effectiveness and Development (begin)
October 22	Session 6: <ul style="list-style-type: none"> • Present Structure of the HR Function. • Begin Organizational Effectiveness and Development. 	For Session 7: <ul style="list-style-type: none"> • Organizational Effectiveness and Development (finish) • Workforce Management
October 29	Session 7: <ul style="list-style-type: none"> • Complete Organizational Effectiveness and Development. • Present Workforce Management. 	For Session 8: <ul style="list-style-type: none"> • Employee and Labor Relations • Technology Management
November 5	Session 8: <ul style="list-style-type: none"> • Present Employee and Labor Relations. • Present Technology Management. 	For Session 9: <ul style="list-style-type: none"> • HR in the Global Context • Diversity and Inclusion

Date	Session/Topic	Homework Assignment (To be completed before the next session)
November 12	Session 9: <ul style="list-style-type: none"> • Present HR in the Global Context. • Present Diversity and Inclusion. 	For Session 10: <ul style="list-style-type: none"> • Risk Management • Corporate Social Responsibility
November 19	Session 10: <ul style="list-style-type: none"> • Present Risk Management. • Present Corporate Social Responsibility. 	For Session 11: <ul style="list-style-type: none"> • U.S. Employment Laws and Regulations
November 26	<ul style="list-style-type: none"> • No Class – Happy Thanksgiving! 	For Session 11: <ul style="list-style-type: none"> • U.S. Employment Laws and Regulations
December 3	Session 11: <ul style="list-style-type: none"> • Present U.S. Employment Laws and Regulations. 	For Session 12: <ul style="list-style-type: none"> • Final Exam
December 10	Session 12: <ul style="list-style-type: none"> • Distribute Final Exam and conduct discussion. 	