

HROB 154: STRATEGIC HUMAN RESOURCES MANAGEMENT

In Workflow

1. CBA College Committee Chair (panggabean@csus.edu,joseph.taylor@csus.edu)
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Approval Path

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Tota Panggabean (panggabean): Approved for CBA College Committee Chair
2. 2026-06-23T20:31:24Z
Pingsheng Tong (ptong): Approved for CBA Dean

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Viewing: HROB 154 : Strategic Human Resources Management

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Changes proposed by: Franziska Renz (223018640)

Contact(s):

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Catalog Title:

Strategic Human Resources Management

Class Schedule Title:

Strategic Hum Res Mgmt

Academic Group: (College)

CBA

Academic Organization: (Department)

Management and Organization

Will this course be offered through the College of Continuing Education (CCE)?

No

Catalog Year Effective:

Fall 2027 (2027/2028 Catalog)

Subject Area: (prefix)

HROB - Human Resources/Organizational Behavior

Catalog Number: (course number)

154

Course ID: (For administrative use only.)

140386

Units:

3

Is the ONLY purpose of this change to update the term typically offered or the enforcement of existing requisites at registration?

No

In what term(s) will this course typically be offered?

Fall, Spring

Does this course require a room for its final exam?

Yes, final exam requires a room

This course complies with the credit hour policy:

Yes

Justification for course proposal:

The purpose is to document formal and measurable learning outcomes for the course. Previously, the learning outcomes of this course have not been documented in this form. This update improves transparency and allows students to better understand the goals of the course.

Course Description: (Not to exceed 90 words and language should conform to catalog copy.)

The objective of this capstone course is to identify contemporary strategies to improve individual and organizational performance. Utilizes a strategic human resource management perspective and incorporate Human Resource Management and Organizational Behavior theories for practical implementation in organizations. Links such concepts as compensation, performance management, law, conflict management, communication, diversity, ethics, and managerial skill building towards preparing for the future of managing individuals in organizations.

Are one or more field trips required with this course?

No

Fee Course?

No

Is this course designated as Service Learning?

No

Is this course designated as Curricular Community Engaged Learning?

No

Does this course require safety training?

No

Does this course require personal protective equipment (PPE)?

No

Does this course have prerequisites?

Yes

Prerequisite:

HROB 151, HROB 152, HROB 153.

Prerequisites Enforced at Registration?

Yes

Does this course have corequisites?

No

Graded:

Letter

Approval required for enrollment?

No Approval Required

Course Component(s) and Classification(s):

Seminar

Seminar Classification

CS#05 - Seminar (K-factor=1 WTU per unit)

Seminar Units

3

Is this a paired course?

No

Is this course crosslisted?

No

Can this course be repeated for credit?

No

Can the course be taken for credit more than once during the same term?

No

Description of the Expected Learning Outcomes and Assessment Strategies:

List the Expected Learning Outcomes and their accompanying Assessment Strategies (e.g., portfolios, examinations, performances, pre-and post-tests, conferences with students, student papers). Click the plus sign to add a new row.

	Expected Learning Outcome	Assessment Strategies
1	Define contemporary strategic human resource management concepts and theories, and key human resource practice areas that influence the management of individuals in organizations.	Quizzes, class discussions
2	Explain how a strategic human resource management perspective integrates Human Resource Management (HRM) and Organizational Behavior (OB) theories to improve individual and organizational performance.	Written assignments, exams
3	Apply HRM and OB concepts to practical organizational situations to address employee performance, legal compliance, conflict, communication, diversity, and ethical issues.	Applied assignments, case analyses
4	Analyze how organizational goals, workforce needs, and internal and external conditions shape the selection and implementation of contemporary HRM strategies.	Case analyses, class discussions, exams
5	Evaluate alternative HRM strategies and managerial communications by assessing their effectiveness, legal and ethical implications, and costs and benefits for key stakeholders.	Case analyses, written assignments
6	Design and present an integrated strategic HRM recommendation that uses contemporary HRM strategies to improve individual and organizational performance and address future workforce challenges.	Group projects, final presentations

Attach a list of the required/recommended course readings and activities:

HROB 154 Syllabus Spring 2026 Section 1.pdf

Is this course required in a degree program (major, minor, graduate degree, certificate?)

Yes

Has a corresponding Program Change been submitted to Workflow?

No

Identify the program(s) in which this course is required:**Programs:**

BS in Business Administration (Management of Human Resources & Organizational Behavior)

Does the proposed change or addition cause a significant increase in the use of College or University resources (lab room, computer)?

No

Will there be any departments affected by this proposed course?

No

I/we as the author(s) of this course proposal agree to provide a new or updated accessibility checklist to the Dean's office prior to the semester when this course is taught utilizing the changes proposed here.

I/we agree

University Learning Goals

Undergraduate Learning Goals:

Competence in the disciplines

Is this course required as part of a teaching credential program, a single subject, or multiple subject waiver program (e.g., Liberal Studies, Biology) or other school personnel preparation program (e.g., School of Nursing)?

No

GE Course and GE Goal(s)

Is this a General Education (GE) course or is it being considered for GE?

No

Key: 2789