

# Minnesota State University Moorhead

## HSAD 440: 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, 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:** 10/26/2022 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

1. Practices in healthcare, ethical dimensions of political, social, and personal life, ethical dimensions of legal, social, and scientific issues, workforce productivity issues, workforce diversity and political motivation and interests of others.

### D. LEARNING OUTCOMES (General)

1. Explain the strategic role of talent management in healthcare.
2. Analyze a variety of ethical views for the greater good of the healthcare organization, the staff, volunteers, and patients.
3. Differentiate the influence of a variety of external pressures from the political, legal, ethical, and other requirements or bodies.
4. Compare potential solutions to ethical dilemmas that have the potential to impact the healthcare organization, staff, volunteers, and patients.
5. Describe pathways to exercise the rights and responsibilities of citizenship within the realm of healthcare.
6. Comprehend organizational workforce plans, in alignment with organizational goals and objectives.
7. Apply successful recruitment and retention processes.
8. Evaluate workforce productivity.
9. Explain the impact of workforce diversity and globalization on healthcare.

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

None

**F. LEARNER OUTCOMES ASSESSMENT**

As noted on course syllabus

**G. SPECIAL INFORMATION**

None noted