

uCertify

Course Outline

Human Resource Management: Managing Across Stakeholders



16 Mar 2026

1. Exercises, Quizzes, Flashcards & Glossary

Number of Questions

2. Expert Instructor-Led Training

3. ADA Compliant & JAWS Compatible Platform

4. State of the Art Educator Tools

5. Award Winning Learning Platform (LMS)

6. Chapter & Lessons

Syllabus

Chapter 1: Introducing Global HRM: What This Course Is About and How to Use It

Chapter 2: Getting the Right People: Recruitment and Selection

Chapter 3: People in Working Relationships: The Three Actors at Work

Chapter 4: Training People: Learning and Human Resource Development

Chapter 5: Working with People: Crafting Productive Work Systems

Chapter 6: Keeping People Healthy: Occupational Health and Safety

Chapter 7: Performing People: Performance Management

Chapter 8: Rewarding People: Managing Compensation and Rewards

Chapter 9: Strategies for People: Strategic Human Resource Management

Chapter 10: People and Morality: Ethics at Work and in Management

Chapter 11: Green HRM: People, Planet, Performance

Videos and How To

7. Performance Based labs

Lab Tasks

Here's what you get

1.  Exercises

There is no limit to the number of times learners can attempt these. Exercises come with detailed remediation, which ensures that learners are confident on the topic before proceeding.

97
EXERCISES

2. Quiz

Quizzes test your knowledge on the topics of the exam when you go through the course material. There is no limit to the number of times you can attempt it.

184
QUIZ

3. flashcards

Flashcards are effective memory-aiding tools that help you learn complex topics easily. The flashcard will help you in memorizing definitions, terminologies, key concepts, and more. There is no limit to the number of times learners can attempt these. Flashcards help master the key concepts.

360
FLASHCARDS

4. Glossary of terms

uCertify provides detailed explanations of concepts relevant to the course through Glossary. It contains a list of frequently used terminologies along with its detailed explanation. Glossary defines the key terms.



5. Expert Instructor-Led Training

uCertify uses the content from the finest publishers and only the IT industry's finest instructors. They have a minimum of 15 years real-world experience and are subject matter experts in their fields. Unlike a live class, you can study at your own pace. This creates a personal learning experience and gives you all the benefit of hands-on training with the flexibility of doing it around your schedule 24/7.

6. ADA Compliant & JAWS Compatible Platform

uCertify course and labs are ADA (Americans with Disability Act) compliant. It is now more accessible to students with features such as:

- Change the font, size, and color of the content of the course
- Text-to-speech, reads the text into spoken words
- Interactive videos, how-tos videos come with transcripts and voice-over
- Interactive transcripts, each word is clickable. Students can clip a specific part of the video by clicking on a word or a portion of the text.

JAWS (Job Access with Speech) is a computer screen reader program for Microsoft Windows that reads the screen either with a text-to-speech output or by a Refreshable Braille display. Student can easily navigate uCertify course using JAWS shortcut keys.

7. State of the Art Educator Tools

uCertify knows the importance of instructors and provide tools to help them do their job effectively. Instructors are able to clone and customize course. Do ability grouping. Create sections. Design grade scale and grade formula. Create and schedule assessments. Educators can also move a student from self-paced to mentor-guided to instructor-led mode in three clicks.

8. Award Winning Learning Platform (LMS)

uCertify has developed an award winning, highly interactive yet simple to use platform. The SIIA CODiE Awards is the only peer-reviewed program to showcase business and education technology's finest products and services. Since 1986, thousands of products, services and solutions have been recognized for achieving excellence. uCertify has won CODiE awards consecutively for last 7 years:

- **2014**
 1. Best Postsecondary Learning Solution

- **2015**
 1. Best Education Solution
 2. Best Virtual Learning Solution
 3. Best Student Assessment Solution
 4. Best Postsecondary Learning Solution
 5. Best Career and Workforce Readiness Solution
 6. Best Instructional Solution in Other Curriculum Areas
 7. Best Corporate Learning/Workforce Development Solution

- **2016**
 1. Best Virtual Learning Solution
 2. Best Education Cloud-based Solution
 3. Best College and Career Readiness Solution
 4. Best Corporate / Workforce Learning Solution
 5. Best Postsecondary Learning Content Solution

6. Best Postsecondary LMS or Learning Platform
7. Best Learning Relationship Management Solution

- **2017**

1. Best Overall Education Solution
2. Best Student Assessment Solution
3. Best Corporate/Workforce Learning Solution
4. Best Higher Education LMS or Learning Platform

- **2018**

1. Best Higher Education LMS or Learning Platform
2. Best Instructional Solution in Other Curriculum Areas
3. Best Learning Relationship Management Solution

- **2019**

1. Best Virtual Learning Solution
2. Best Content Authoring Development or Curation Solution
3. Best Higher Education Learning Management Solution (LMS)

- **2020**

1. Best College and Career Readiness Solution
2. Best Cross-Curricular Solution
3. Best Virtual Learning Solution

9. Chapter & Lessons

uCertify brings these textbooks to life. It is full of interactive activities that keeps the learner engaged. uCertify brings all available learning resources for a topic in one place so that the learner can efficiently learn without going to multiple places. Challenge questions are also embedded in the chapters so learners can attempt those while they are learning about that particular topic. This helps them grasp the concepts better because they can go over it again right away which improves learning.

Learners can do Flashcards, Exercises, Quizzes and Labs related to each chapter. At the end of every lesson, uCertify courses guide the learners on the path they should follow.

Syllabus

Chapter 1: Introducing Global HRM: What This Course Is About and How to Use It

- An Analytical and Critical Approach to Global HRM
- What Do HRM and HR-Managers Actually Do?
- The Four Core Functions of Management and HRM
- HRM as a Global Issue
- Managing People in Ten Key Areas
- How to Use This Course and Its Workbook

Chapter 2: Getting the Right People: Recruitment and Selection

- Recruitment
- Recruitment and HR Planning
- Formal and Informal HR Policies
- Recruitment and the Labor Market
- HRM Does Not Buy People
- Internal Recruitment
- External Recruitment

- Common Advertising Strategies
- Advertising for a Position
- Recruitment Agencies
- Top Management Positions and International HRM
- University Recruitment, Skills, and Advertising Media
- Selection
- The Actual Interview
- Testing Candidates
- Offering Position and Induction Programs
- Workbook

Chapter 3: People in Working Relationships: The Three Actors at Work

- Labor and Industrial Relations
- Common Industrial Relations Features
- Labor Force Development
- Workbook

Chapter 4: Training People: Learning and Human Resource Development

- Learning, Development, and Professionalism

- Stages of Organizational Training
- Organizational Learning
- Creating a Positive Learning Experience
- Selecting the Right Training Methods
- Group Building Methods
- Evaluation of Training
- Workbook

Chapter 5: Working with People: Crafting Productive Work Systems

- Work, Corporate Structures and Companies
- Four Basic Approaches to Job Design
- Workbook

Chapter 6: Keeping People Healthy: Occupational Health and Safety

- Making Work Safe – Promotion and Prevention
- OHS Hazards
- After Prevention Fails I: The Costs of OHS
- After Prevention Fails II: What to Do

- The Duty of Care and OHS Culture
- The OHS Management System
- Workplace Stress
- Burnout
- Organizational Suicide and Bullying
- Workbook

Chapter 7: Performing People: Performance Management

- Managing People and Their Performance
- The Top Five Elements of Performance Management
- Strategic Performance Management
- From Administration to Organizational Culture
- Performance Assessment Methods
- Performance Management Information
- Assessors and Performance Management
- Performance Feedback
- The Problem Solving Approach to Performance Feedback
- The Administration of Performance Management

- Workbook

Chapter 8: Rewarding People: Managing Compensation and Rewards

- The Basics of Reward Management and Compensation
- Rewards and Motivation
- Motivational Reward Models
- Equity Reward Models
- Reward Levels
- Reward and Job Structures
- Rewarding CEOs
- The Minimum Wage
- Wage Setting through Bargaining
- Wage and Salary Negotiations
- Workbook

Chapter 9: Strategies for People: Strategic Human Resource Management

- Managing People Strategically
- Business Strategies and HRM
- Hard HRM Strategies

- Soft HRM Strategies
- Strategy Formulation and Implementation
- The Four Business Strategy and HRM Strategy Interfaces
- Strategy and Change Management
- Workbook

Chapter 10: People and Morality: Ethics at Work and in Management

- Morality and Human Resource Management
- Corporate Social Responsibility
- Sustainability
- Global Warming and Carbon Footprint
- Environmental Ethics
- HRM and Practical Environmental Ethics
- Workbook

Chapter 11: Green HRM: People, Planet, Performance

- Managing People Sustainably
- The Emergence of Green HRM

- The Environmental Management System
- Six Key Areas of Sustainable People Management
- Workbook

10. Performance Based Labs

uCertify's performance-based labs are simulators that provides virtual environment. Labs deliver hands on experience with minimal risk and thus replace expensive physical labs. uCertify Labs are cloud-based, device-enabled and can be easily integrated with an LMS. Features of uCertify labs:

- Provide hands-on experience in a safe, online environment
- Labs simulate real world, hardware, software & CLI environment
- Flexible and inexpensive alternative to physical Labs
- Comes with well-organized component library for every task
- Highly interactive - learn by doing
- Explanations and remediation available
- Videos on how to perform

Lab Tasks

- Understanding Strategic HR Transformation in a Global Tech Environment
- Understanding Recruitment and Selection Process
- Understanding Hiring Challenges in Rapidly Growing Companies
- Analyzing Industrial Conflict
- Understanding Management Learning and Human Resource Development
- Understanding Organizational Design and Hierarchies
- Understanding Occupational Health and Safety (OHS) Hazards and Controls
- Understanding Performance Management System
- Understanding Wage and Salary Structures

- Understanding Strategy and Organizational Change
- Understanding Ethics in the Workplace and Management Practices
- Understanding Green HRM

Here's what you get



You can't stay away! Get

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