

HUMAN RESOURCE MANAGEMENT (HRM)

HRM 200 Employment Law 2 credits

Human Resources Management requires operations to be fully compliant with both state and federal statutes that govern all aspects of employment, beginning with recruitment and hiring through termination. This course is designed to provide the student with an overview of the legal framework impacting human resources practices, and an introduction to applying those principles to practical situations.

HRM 310 Managing in Organizations 4 credits

Students will learn the underlying trends and topics of leadership and management. The class will explore the importance of effective management practice. Topics such as self-directed work teams, motivation, systems theory, quality, and leadership will be studied. Students will investigate their own strengths and areas of personal development in order to understand how best to develop their own leadership capabilities.

HRM 320 Advanced Human Resource Management 4 credits

The role of the human resource management function in organizations will be studied. The changing nature of work and demographic shifts will be of particular focus. Students will study all of the roles that the human resource professional plays.

HRM 325 Survey and Research Methods 4 credits

Basic survey and research methodologies are explored in the context of human resource management. Analysis of professional research articles is studied with an emphasis on reading and understanding research. Students will learn the use of technology as a tool for HR professionals.

HRM 350 Legal Issues in Human Resources 4 credits

Every human resource professional needs to understand employment law. The historical roots of labor/management will be examined and the application of the law to the present day workplace including wrongful discharge, harassment, interviewing, selection, compensation, and benefits will be discussed and studied. Techniques such as negotiation and mediation will be practiced.

HRM 352 Staffing the Organization 4 credits

How do we find and keep good employees? Every organization in America is grappling with this issue. This course will focus on the many aspects of Talent Management. Students will study recruitment, forecasting, selection, orientation and retention.

HRM 353 Compensation and Benefits Systems 4 credits

How will employees be compensated for their efforts? Salary administration variable pay, performance management, position evaluation, HRIS, and reward systems, in terms of monetary and non-monetary pay, will be evaluated. Employee benefits will also be examined.

HRM 382 Human Resource Management and Employment Law 4 credits

Gain insight into the pivotal role human resources plays in helping organizations be successful. Learn the various functions of HR and their relationship to the role of manager. Explore the historical roots of HR in organization life and the application of the law to the present day workplace including wrongful discharge, harassment, interviewing, selection, compensation, and benefits.

HRM 400 Recruitment, Selection and Onboarding 4 credits

Study recruitment, forecasting, selection, onboarding, and employee retention. Obtain knowledge on contemporary approaches to internal and external recruiting. Understand job analysis within the context of selection and further be able to identify several selection approaches. Understand the employer's legal responsibilities in the employee selection process. Articulate the positive performance implications related to successful candidate onboarding. (Prerequisites: Minimum Grade of C- in HRM 382)

HRM 405 Strategic Compensation Systems 4 credits

Study the fundamentals of employee compensations and employee benefits. Examine all aspects of compensation program design and administration; from initial strategy-setting to addressing internal equity/ external competitiveness to pay communication. In addition, examine the basic elements of employee benefits. Design compensation approaches that support organization's strategy and objectives and are competitive in the marketplace. Future challenges and trends will also be covered. (Prerequisites: Minimum Grade of C- in HRM 382)

HRM 410 Organizational Development and Change 4 credits

Study the fundamentals, theories, and practice of organization development (OD). Learn diagnosis, design, development, and evaluation of OD initiatives. Explore the differences between Human Resource Development and Organization Development, specifically as they pertain to learning and change, and apply them to real life examples. Examine what drives change, how organizations transition through change, and how organizations manage resistance to change. Explore how technology has expanded learning opportunities, the potential it represents for organizational improvement, and how it impacts OD. (Prerequisites: Minimum Grade of C- in HRM 382)

HRM 435 Business & Personal Ethics 4 credits

This class will look at processes and strategies for dealing with ethical dilemmas and situations. Students will work on case studies and look at their own roots in developing their ethical positions. Students will wrap up this class with their own statement of ethical beliefs.

HRM 440 Human Resources Plan 4 credits

Learn to solve complex human resources (HR) issues through research, solution identification, and HR plan development and presentation. Select and study an HRM-related issue or opportunity for a real organization. Conduct primary and secondary research. Design a specific solution to the problem and make specific recommendations based on data collection. Write and present an extended report including an implementation plan with costs, barriers, and stakeholders needed to support the plan. Students must hold senior standing and have successfully completed all other program course requirements before registering for this course. (Prerequisites: Minimum grade of C- in HRM 400, HRM 405, HRM 410, and HRM 470)

HRM 470 Strategic Human Resources 4 credits

Examine how HR professionals work as strategic partners within organizations. Explore the differences between the administrative Human Resource professional from the strategic Human Resource professional. Identify skills and competencies needed to perform at the strategic level. Recognize the strategic challenges related to the business and HR specifically. Learn the importance of partnering with business leaders across the organization to improve organization effectiveness. (Prerequisites: Minimum Grade of C- in HRM 382)

HRM 498 Internship 1-12 credits