

# HUMAN RESOURCE MANAGEMENT (HRG)

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## **HRG 500 Human Resources Leadership and Ethics 4 credits**

This course examines the full scope of human resources activities. It covers a broad list of key Human Resources competencies including strategic management, teaming, problem solving, conflict management, and creativity. This course will also focus on understanding the value and connection between morality, ethics, and values as they relate to the role of Human Resources leadership in our capital system.

## **HRG 510 Strategic Human Resources and Measurement 4 credits**

This course examines the role of the Human Resources leader in the development of vision, mission, values, and coherent strategic plans. Students will diagnose their strategic abilities and develop a plan for increasing their personal and team strategic capabilities. Students also will explore the importance of developing a global talent management and metric driven mindset.

## **HRG 515 Strategic Human Resources and Measurement 3 credits**

This course examines the role of the Human Resources leader in the development of vision, mission, values, and coherent strategic plans. Students will diagnose their strategic abilities and develop a plan for increasing their personal and team strategic capabilities. Students also will explore the importance of developing a global talent management and metric driven mindset.

## **HRG 520 Recruitment, Selection, and Retention 4 credits**

This course will explore the full spectrum of the talent acquisition process with a focus on making an effective business case for implementing talent acquisition strategies. The course also will cover testing methods, applicant assessment, and employment engagement methods and the laws and regulations impacting staffing in organizations.

## **HRG 525 Recruitment, Selection, and Retention 3 credits**

This course will explore the full spectrum of the talent acquisition process with a focus on making an effective business case for implementing talent acquisition strategies. The course also will cover testing methods, applicant assessment, and employment engagement methods and the laws and regulations impacting staffing in organizations.

## **HRG 530 Compensation and Benefits 4 credits**

This course explores employee performance methods, pay and reward systems, employee benefits programs, and total compensation systems. The focal point of the course is on designing pay structures that support organization values and strategic objectives. Topics include the strategic role total compensation plays in organizations, the dynamics of alternative pay systems, sales compensation, executive compensation systems, and employee benefits.

## **HRG 535 Compensation and Benefits 3 credits**

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## **HRG 540 Organization Development for Human Resources Professionals 4 credits**

This course will help Human Resources leaders understand organization development from a leadership and HR perspective. Students will build their capacity to facilitate complex change initiatives using change theories, models, and concepts. Students will demonstrate an understanding of how a complex business environment is driving the need for continuous change.

## **HRG 545 Human Resources Information Systems and Technology Management 3 credits**

This course provides an in-depth exploration of HRIS and technology management in the context of modern organizations. Students will evaluate the role of HRIS in automating typical HR processes, such as recruitment, onboarding, performance management, training, and compensation. The course also addresses emerging trends and technologies shaping the future of HRIS, such as advancements in artificial intelligence (AI), machine learning, and predictive analytics and their potential applications in HR functions. Students will have the knowledge and skills to effectively evaluate, implement, and manage HRIS solutions, leverage technology to drive strategic HR initiatives and contribute to organizational success in a digital and data-driven world.

## **HRG 550 Research Methods and Design 4 credits**

This course provides concentrated learning in action research methodology. The course provides an overview of quantitative and qualitative data collection methods, analysis, intervention selection, and evaluation. The philosophy, ethics, and politics of organizational research are introduced. Students will complete the first phase of their final capstone paper during this course.

## **HRG 560 Finance for Human Resources Leaders 4 credits**

This course will focus on developing Human Resources business acumen as well as a quantitative mindset. Moreover, the practical aspects of strategic and operational roles of accounting and finance are explored. In addition, applications for forecasting, budgeting, financial performance, and fiscal and ethical responsibilities in a global context will be explored.

## **HRG 570 Legal Environment for Human Resource Leaders 4 credits**

This course covers legal employment issues that Human Resources leaders face in operating organizations in today's complex environment. Students will study the foundations of the United States legal system, the public and international environment, the private environment, and the regulatory environment as it relates to the role of Human Resources practitioner.

## **HRG 580 Human Resources Action Research at Work 4 credits**

This course will offer students an opportunity to leverage their learning from the entire curriculum and demonstrate their competence in Human Resources problem-solving and leading change. Students will select a topic related to Human Resources leadership. Furthermore, they will use an action research framework and create a high impact deliverable for increasing organization effectiveness.