

HUMAN RESOURCE MANAGEMENT (HRG)

HRG 505 Human Resources Leadership and Ethics 3 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

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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 542 Organization Development for Human Resources Professionals 3 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 555 Research Methods and Design 3 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 565 Legal Environment for Human Resource Leaders 3 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.

HRG 585 Global Human Resources 3 credits

Students will explore strategies for navigating cultural differences, legal and regulatory frameworks, and global talent management practices. The course highlights the role of DEI in fostering inclusive workplaces, addressing systemic inequalities, and promoting innovation in multinational organizations. Through case studies and applied projects, students will develop the skills to design and implement global HR strategies that balance organizational objectives with ethical and culturally responsive practices.

HRG 595 Labor Unions and Bargaining 3 credits

Students will explore the history, structure, and function of labor unions, as well as the legal and regulatory frameworks that govern labor relations. The course emphasizes the strategies and techniques used in collective bargaining, conflict resolution, and contract negotiation, with a focus on balancing organizational goals and employee rights. Through case studies and simulations, students will develop practical skills in negotiating agreements, managing labor disputes, and fostering constructive labor-management partnerships in diverse organizational contexts.