

# HUMAN RESOURCE MANAGEMENT (HRM)

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## **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 Overview 4 credits**

Gain insight into the pivotal role Human Resources plays in helping organizations be successful, and the competencies that drive HR leadership accomplishment. Learn the essential functions of HR and their relationship to employee and manager effectiveness. Examine the role of HRIS systems and the technology that supports HR. Explore the historical underpinnings of HR and the evolution of employment law. Understand the application of employment law to the present-day workplace – including interviewing, selection, compensation, performance management, and workplace interactions.

## **HRM 400 Recruitment, Selection, Onboarding, and Inclusion 4 credits**

Describe workforce forecasting, recruitment, selection, onboarding, employee relations, and retention – and how they contribute to human capital differentiation. Identify contemporary approaches to internal and external recruiting, candidate tracking, and employment laws associated with recruiting. Explain job analysis within the context of selection, and the employer's legal responsibilities in the selection process. Formulate best practices for new hire organization entry, socialization, and onboarding that fosters diversity and inclusion. 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 compensation and benefit systems. Examine all aspects of compensation system design and administration – including initial strategy-setting, addressing internal equity/external competitiveness, and pay communication. Identify compliance and regulatory issues that affect pay and the employment laws that govern compensation. Determine the basic elements of employee benefits including the difference between statutory and voluntary benefits and best practices for managing employee benefits. Discover how to design competitive compensation approaches that support organizational strategy and objectives. (Prerequisites: Minimum Grade of C- in HRM 382)

## **HRM 410 Organizational Development and Change 4 credits**

Explain diagnosis, design, development, implementation, and evaluation of OD initiatives. Determine what drives change, how organizations transition through change, and manage resistance to change. 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. Apply the ADDIE model (assess, design, develop, implement, evaluate) and best practices for conducting and evaluating training and measuring ROI. Describe how technology has expanded learning opportunities, the potential it represents for organizational improvement, and how it impacts HRD and 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 Planning, Data Analytics and Performance Management 4 credits**

Practice proactively solving complex Human Resource issues through data-driven planning, research, solution identification, and performance management. Describe the planning process and how it is fueled by individual, team, and organizational data analytics. Examine human capital measurements including leading and lagging indicators that inform good decision-making and minimize biases. Create a Human Resource scorecard using multiple data points determine how to convey the importance to organizational leadership and employees. Practice the role of a results-driven HR leader through clear communication of performance expectations and results. Explain how to manage when performance standards are not met at the individual, team, and organizational levels along with relevant laws that govern the process. (Prerequisites: Minimum Grade of C- in HRM 382)

**HRM 456 Training and Development 3 credits**

This course focuses on the fundamental concepts and practices necessary to design, deliver, and evaluate effective training programs. Students will explore topics such as conducting training, evaluating training outcomes, calculating training return on investment (ROI), linking performance and career development needs to training, and understanding the role of training and learning management systems as a competitive advantage.

**HRM 460 Employment Law 3 credits**

This course provides students with an overview of employment law and its implications for human resource management. Students will explore key legislation, including the Americans with Disabilities Act (ADA), Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA), labor laws, Occupational Safety and Health Act (OSHA), Fair Credit Reporting Act (FCRA), Immigration Reform and Control Act (IRCA), Title VII of the Civil Rights Act, and the Worker Adjustment and Retraining Notification Act (WARN Act). Students will gain a solid understanding of their rights and responsibilities as HR professionals in ensuring legal compliance and promoting fair and inclusive workplaces.

**HRM 465 Managing Total Rewards 3 credits**

This course will equip students with the knowledge, skills, and competencies necessary to effectively manage compensation and benefits programs, make informed decisions, and ensure compliance with regulatory requirements in an evolving business environment. Students will explore key concepts, principles, and strategies related to compensation management, including base pay systems, compliance and regulatory issues, compensation philosophy, pay increases, incentives, internal equity, market-based strategies, and salary survey analysis.

**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 and the strategic Human Resource professional. Identify skills and competencies needed to perform at the strategic level. Recognize the strategic strengths and challenges of organizations and how HR can contribute to competitive differentiation. Describe the importance of partnering with business leaders across the organization to improve organization efficiencies and effectiveness. Discover the role Human Resources has in adapting to the changing face of organizations as it relates to globalization, sustainability, and social responsibility. Gain perspectives on employment laws that govern global workforces and best practices for building multi-cultural acceptance. (Prerequisites: Minimum grade of C- in HRM 382, HRM 410, and HRM 440)

**HRM 475 Staffing, Recruiting, and Performance Management 3 credits**

This course explores the critical role of employee relations and staffing management in creating a positive work environment and ensuring legal compliance within organizations. Students will delve into topics such as career development as a retention tool, employment laws governing employment relationships, managing a multigenerational workforce, resolving disputes and complaints, workplace privacy, HR's role in staffing management, performance management, recruitment practices, selection methods, and compliance matters.

**HRM 480 Strategic Human Resource Management 3 credits**

This course explores the dynamic field of strategic HR management, equipping students with the knowledge and skills necessary to drive organizational success through effective people management and the use of a human resource information system. Students will examine various topics, including change management, competitive strategy, HR performance metrics, organizational development, trends in HR, managing workforce changes, mergers and acquisitions, outsourcing, rightsizing/downsizing, sustainability, and the environmental context of business. By exploring these key areas, students will gain a deep understanding of how HR practices contribute to organizational effectiveness and sustainability.

**HRM 498 Internship 1-12 credits**