HUMAN RESOURCE MANAGEMENT (HRM)

HRM 400 - STRATEGIC ISSUES IN HUMAN RESOURCES
Current management concepts enabling managers to make decisions based on accurate diagnosis of situations that involve human resources issues. The functions (employment, development, compensation, labor-management, diversity, and employment law) are all concurrent processes to be addressed in the special context of human resources management function. (3)
Credits: 3

HRM 405 - LEGAL ISSUES IN HUMAN RESOURCE
Major US laws and regulations affecting human resource management. Application of laws to human resource policies in organizations.
Credits: 3

HRM 423 - PEOPLE MANAGEMENT AND ORGANIZATIONAL BEHAVIOR
Current concepts in behavioral science applied to human relations in business organizations. Employee needs and job characteristics, methods of motivation, job enlargement and enrichment, goal-oriented management, effect of systems approach to management of employee and organization structure, administration of employee and executive development programs..
Credits: 3
Prerequisites: MGMT 407
Course Notes: No additional credit granted for HRM 423 under title, BEHAVIORAL SCI SYSTEM FOR MGMT

HRM 428 - WORKPLACE DIVERSITY
Students learn to recognize diverse points of view and understand ways in which a diverse workplace enhances organizational growth. Explores the role of training and development in supporting workplace diversity.
Credits: 3

HRM 430 - EMPLOYEE BENEFITS
In-depth introduction to the area of employee benefits. The employer and benefit provider's perspectives in the design and implementation of employee benefit programs.
Credits: 3

HRM 432 - LABOR AND EMPLOYEE RELATIONS
Course focuses on both unionized and non-unionized employee relations. Labor relations portion focuses on labor law, union structures, collective bargaining process, collective bargaining agreement features, grievance handling, analysis of labor-management conflict, and conflict resolution options. Non-union employee relations portion focuses on developing policies designed to create a productive, supportive work environment for employees, specifically examining how employees and supervisors resolve conflicts and communicate to achieve a climate that enhances performance. Cross-listed with MGMT 432.
Credits: 3
Prerequisites: HRM 400

HRM 434 - EMPLOYEE SELECTION & STAFFING
Governmental regulations affecting employment decisions. The role of federal, state, and local government related to "legal or illegal" HR department operations. Review of job analysis and job descriptions and the establishment of personnel planning and recruitment strategies. Employment tests, interview, and background investigations evaluated for efficacy and legality. Paradigm for making effective decisions consistent with organizational goals and objectives.
Credits: 3
Prerequisites: HRM 400

HRM 438 - COMPENSATION MANAGEMENT
Theory and practice of compensation systems. Topics include financial and nonfinancial incentives, performance appraisal, audits of pay programs, piece rate setting, compensable worth, merit programs, and related policy determination. Institutional and governmental constraints on compensation decisions, internal equity, and individual equity. Pertinent legislation. Executive compensation, bonus systems, stock options, phantom stock awards, and other executive perquisites.
Credits: 3
Prerequisites: HRM 400

HRM 455 - GLOBAL HRM
This course is an introduction to and a comprehensive exploration of people management practices in the international context. HRM strategies, practices and perspectives will be investigated to gain a solid awareness and understanding of international people management within multinational organizations. Students will develop a global perspective and working knowledge of the major trends, challenges and practices in international HRM.
Credits: 3
Prerequisites: HRM 400

HRM 491 - SPECIAL TOPICS IN HUMAN RESOURCE MANAGEMENT
Topics will vary from term to term. Check class schedule for specific topics and prerequisites by clicking on the red five-digit CRN.
Credits: 3

HRM 492 - PROFESSIONAL HUMAN RESOURCE MANAGEMENT INTERNSHIP
A supervised professional learning experience at a business or non-profit site. Must be arranged with internship coordinator and/or program director. Maximum of 3 credit hours can be applied to graduate business program.
Credits: 1-3
Course Notes: Internship requirements vary by assignment;, consent is required by the instructor.

HRM 493 - SEMINAR IN HUMAN RESOURCE MANAGEMENT
Capstone course for the MS in human resource management. Comprehensive summary of the major areas of managing human resources including progressive and innovative human resource practices found in leading companies.
Credits: 3
Prerequisites: HRM 434 and HRM 438 and MGMT 407

HRM 495 - HUMAN RESOURCE MANAGEMENT INDEPENDENT STUDY
Intensive study of a human resources management topic under the direction of a management faculty member. The project is selected by the student with approval of the supervising faculty member, department chair, and college dean.
Credits: 3
Course Notes: Consent of Instructor and Academic Head