

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 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 431 - HR ANALYTICS

This course will serve as an introduction to human resource management (HRM) analytics. We will explore the use of analytics within the human resource discipline. Through lectures, exercises, case studies, discussions and other activities, the student will gain a greater understanding of the use of analytics in various aspects of HRM including performance, talent and workforce diversity & inclusion management. We will also explore how analytics brings awareness to ethical issues and how to effectively present analytical data.

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