

HUMAN RESOURCE MANAGEMENT (HRM)

HRM 311 - INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

Contribution of human resources management to success in business organizations; present-day human resources theory and practices; contributions of behavioral sciences to interpersonal relations.

Credits: 3

HRM 313 - STRATEGIC COMPENSATION MANAGEMENT

Relationship of job evaluation, job classification, merit rating systems, seniority systems, and salary surveys to wage and salary administration; all forms of compensation, including wage rates, salary structure, incentive systems, bonus plans, profit sharing, stock options, and fringe benefits.

Credits: 3

Prerequisites: HRM 311

HRM 321 - EMPLOYMENT TECHNIQUES

Basic approach to work force management; staffing schedules; position specifications; selection process; interviewing and role-playing techniques.

Credits: 3

Prerequisites: HRM 311 and (ECON 234 or MATH 217 or PSYC 200)

HRM 331 - INDUSTRIAL RELATIONS MANAGEMENT

Survey of industrial relations. Collective bargaining, arbitration, and mediation; communication between management and labor; recent labor legislation.

Credits: 3

Prerequisites: HRM 311

HRM 360 - EMPLOYEE BENEFITS

Employee benefits from the perspective of the employer and the benefit provider. The entire process from design to implementation of employee benefit programs. Designed for students in risk management, insurance, management, and human resources.

Credits: 3

Prerequisites: HRM 311 or HRM 211X

HRM 361 - SUPERVISION & EMPLOYEE TRAINING

Methods of training employees; building training programs; developing supervisors; determining need for supervisory training; measuring results of training; examination of growth of company training programs.

Credits: 3

Prerequisites: HRM 311

HRM 390 - SPECIAL TOPICS IN HUMAN RESOURCE MANAGEMENT

Topics of current interest in the area of Human Resource Management. Check class schedule for specific topics and prerequisites by clicking on the red five-digit CRN.

Credits: 3

HRM 395 - INDEPENDENT STUDY

Students work under the direction of a HRM/MGMT faculty member on projects selected by the student and approved by supervising faculty member, department chair, and college dean.

Credits: 1-3

Course Notes: Consent of Instructor and Academic Head

HRM 398 - 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 undergraduate business program.

Credits: 1-3

Course Notes: Internship requirements vary by assignment; consent is required by the instructor.