

# HUMAN RESOURCE MANAGEMENT (HRM)

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## HRM 311 -

Overview of each of the fundamental aspects of managing the people resource of an organization. This includes talent acquisition, training, development, performance evaluation, compensation, retention, well-being, safety, and separation. HRM is concerned with developing and executing people-related policies and practices that contribute to organizational and business success.

Credits: 3

Course Notes: No additional credit granted for HRM 311 as "INTRO TO HUMAN, RESOURCE MANAGEMENT.

## 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 - RECRUITING AND STAFFING

Provides a comprehensive framework for the development of compensation strategies, policies, and practices that are driven by a firm's competitive strategy. Topics include the techniques (job evaluation and market surveys) that support each phase of constructing a robust rewards system (internal equity, external competitiveness, employee contributions (merit pay, incentives, profit and gainsharing, and mandatory employee benefits), and system maintenance.

Credits: 3

Prerequisites: HRM 311

Course Notes: No additional credit granted for HRM 321 as "Employment, Techniques.

## HRM 331 -

Survey of labor-management relations. Overview of the collective bargaining process, including union and management roles and strategies. Conflict resolution between unions and management, including mediation and arbitration, are explored.

Credits: 3

Prerequisites: HRM 311

Course Notes: No additional credit granted for HRM 331 as, INDUSTRIAL RELATIONS MGMT, Fall only

## 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 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.