HUMAN RESOURCE MANAGEMENT (HRM)

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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.