# HUMAN RESOURCE MANAGEMENT (HRM)

**HRM 301. Human Resource Management. 3 Credit Hours.**
The course is designed to survey the field of human resource management: the goals, major issues, current practices and possibilities for the future. Techniques involved in staffing, selecting, training, performance appraisal, compensation, development and labor-management relations are discussed in lectures and practiced in skill-development exercises. Not open to students who have taken MGT 305.

**HRM 403. Total Rewards: Compensation & Benefits. 3 Credit Hours.**
This course examines the theory and application of total rewards, the tools that are avaliable to attract, motivate and retain employees. Topics include theory, techniques and problems in job analysis and evaluation, performance appraisal and developing wage and salary systems.
Prerequisite: HRM 301.

**HRM 404. Talent Management: Performance and Retention. 3 Credit Hours.**
This course examines the theory, problems and techniques in personnel planning, recruiting, and selecting employees. Sourcing and vetting candidates, attracting the best talent, hiring for job fit, onboarding and building an engaged workforce are explored through readings, case studies and class projects.
Prerequisite: HRM 301.

Cross-listed Courses: MGT 404

**HRM 430. Human Resource Information Systems. 3 Credit Hours.**
This course will offer an understanding of how human resource information systems are applied in organizations to support organizational strategy, improve efficiency and flexibility, increase productivity and performance, enhance retention and ensure compliance with employment law. The focus will be on merging information systems with a strategic human resource perspective. This course provides students with the knowledge, skills and abilities to identify, assess, develop and maintain an effective HR system. Students will develop a thorough understanding of the plan, design/acquisition, implementation and applications of a human resource information system (HRIS).Prerequisite(s): MIS 201 and HRM 301 or permission of the instructor.

**HRM 451. Group Skills and Team Leadership. 3 Credit Hours.**
Students will integrate sociological and social psychological theory and research with experimental learning on the dynamics of groups and the behavior of individuals in those groups. The focus is on how individuals can facilitate interpersonal communication to enhance their own effectiveness and that of the group. The goal is to create a learning laboratory where students become participants in learning how to make a group work.
Prerequisite: MGT 301 or permission of department chair.

**HRM 452. Organizational Development. 3 Credit Hours.**
This course explores the goals, values and processes of bringing about change for the individual, the group and the large system. Students will explore the meaning of change for themselves, as well as study a range of techniques such as action research, team building and appreciative inquiry. Small groups also will design and conduct a change project in order to better grasp the complexities of personal and organizational development.
Prerequisite: MGT 301 or HRM 301.

Cross-listed Courses: MGT 452

**HRM 454. Effective Supervision. 3 Credit Hours.**
Effective Supervision is a practical course in how to lead others in organizations. From delegation and performance measurement to correcting unwanted behaviors, you will learn how to address workplace issues with efficiency and effectiveness. Course topics include interpersonal communications, motivation, delegation and negotiating conflict. The class is highly experiential, and will provide useful tools for your first supervisory experience.
Prerequisite: MGT 301.

Cross-listed Courses: MGT 454

**HRM 457. Managing Multicultural Connections. 3 Credit Hours.**
This course will explore the Human Resources implications of culture and multicultural communication from the conceptual, practical and human resources perspective. Students will inquire into their own culture and values, explore case studies, and engage in rich discussions with a number of speakers who have experience doing business outside our borders.
Prerequisite: MGT 301.

Cross-listed Courses: MGT 457

**HRM 458. Effective Presentation and Facilitation. 3 Credit Hours.**
This class will offer the skills to develop, design and deliver presentations using a model of competency assuring the diverse skills necessary for success. The second part of the class will expand the model and explore facilitation skills, offering tools and tactics to facilitate a positive group process to achieve desired results. The class will also cover presentation media, handling challenging participants and in depth audience analysis. The course will be rich with examples, and opportunities to present to a supportive and critical audience.
Prerequisite: MGT 301; Senior standing or permission of department chair.

Cross-listed Courses: MGT 458

**HRM 471. Organizational Learning. 3 Credit Hours.**
The purpose of this course is for the students to identify, organize and prioritize essential theories, concepts, knowledge and skills related to organizational learning and knowledge management. using modeling, discussion, and other active strategies, students will apply knowledge and skill to develop and present practical assessments, plans, and evaluations used in the learning and development profession.
Cross-listed Courses: MGT 471

**HRM 601. Human Resource Management. 3 Credit Hours.**
This course focuses on the relationship between personnel and labor policies and the practices and the objectives of the organization. Theories developed from the behavioral sciences will be used in analyzing the potential impact of changes in policies or practices. Emphasis will also be placed on evaluating the human resource function in terms of meeting the organizational goals. Topics include staffing, training, compensation, performance evaluation and labor relations.

**HRM 701. Current Issues in Human Resources. 3 Credit Hours.**
As the Human Resource field evolves, so do the challenges presented by the process of recruitment, selection, retention and release. This hybrid course explores in-depth contemporary human resource philosophies, policies and practices that focus on unique areas of talent management in a variety of organizational settings. The class offers students the opportunity to explore online and in-depth research in quality of work life, second career decisions and mid-life change, incentive systems and talent retention. The impact of healthcare changes on organizations, the effects of the recession on the workforce and current issues such as workplace violence and employee privacy will also be explored.
Prerequisites: MGT 601 and HRM 601, or permission of instructor.

**HRM 707. Staffing. 3 Credit Hours.**
This course is an investigation into the empirical and theoretical research which allows for a full understanding of the staffing process. The staffing process will be illustrated by using a comprehensive case-based model of both individual choice and organization needs in order to allow the student a grasp of the staffing process.
Prerequisite: HRM 601.

**HRM 708. Compensation. 3 Credit Hours.**
This course focuses on managing compensation in contemporary organizations. The major objectives are: a) to examine the current state of compensation decision- making, b) to examine the implications of recent theoretical and research developments related to compensation decisions and c) to offer an opportunity to develop competencies in making compensation decisions.
Prerequisite: HRM 601.

**HRM 730. Human Resource Information Systems. 3 Credit Hours.**
This course will offer an understanding of how human resource information systems are applied in organizations to support organizational strategy, improve efficiency and flexibilty, increase productivity and performance, enhance retention and ensure compliance with employment law. The focus will be on merging information systems with a strategic human resource perspective. This course provides students with the knowledge, skills and abilities to identify, assess, develop and maintain an effective HR system. Students will develop a thorough understanding of the plan, design/acquisition, implementation and applications of a human resource information system (HRIS).
Prerequisites: MIS 501 and HRM 601 or permission.

Cross-listed Courses: MIS 730

**HRM 790. Special Topics in Human Resource Management. 3 Credit Hours.**
Courses in this series offer an in-depth exploration of specific issues within the field of human resources management, as well as topics of current interest to students and instructors.