HUMAN RESOURCE MANAGEMENT

Chair: Renée V. Downey

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The human resources field has evolved much since the inception of personnel, the office where one was hired, tracked and sometimes fired. Today human resources professionals are strategic partners, tactically planning the talent needs of the organization for optimum performance. The HR office seeks and optimizes the best people, engaging and retaining them, and ensuring their skills are maximized. Key areas for which HR professionals are responsible include talent sourcing, compensation and benefits, employee development and legal compliance.

Human resource graduates are in demand as corporate recruiters, benefits specialists and organizational learning officers. Technically-oriented HR professionals have opportunities in human resource information systems and compensation analysis. Whether specializing in a large company, or acting as an HR generalist in smaller organizations, human resources offers multi-faceted career opportunities for graduates.

Student Learning Outcomes in Human Resource Management

Students who graduate from this program will be able to:

- Understand the tenets of employment law to hire, onboard and retain employees in a non-discriminatory process and environment.
- Create and execute a position-specific structured interview process to vet candidates toward an efficient and successful hire.
- Identify and understand the tenets of a positive workplace which supports employee satisfaction, retention and performance.
- Evaluate and identify the usefulness and relevance of resources to support their academic and professional work.

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 available 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.

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 445. 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 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 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: 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.