

# HUMAN RESOURCES (HRM)

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## **HRM 201: Intro to HR Management**

The purpose of this course is to provide an understanding of fundamental critical issues, concepts, and functions of Human Resources (HR). This course explores how the management of human resources can help companies meet their competitive challenges.

**Credits:** 3

**College:** School of Business

**Schedule Type:** Lecture, On-Line

## **HRM 305: Staffing and Recruitment**

This course will examine business practices and laws that help managers create a better and more effective working environment. Subjects include job analysis, recruitment, training, relationship management, compensation, safety, and labor relations.

**Credits:** 3

**College:** School of Business

**Prerequisites:** HRM 201 or HRMX 201 [Min Grade: D]

**Schedule Type:** Lecture, On-Line

## **HRM 307: Compensation and Benefits**

This course will examine both the theory and practice of total compensation. Topics include strategic compensation, employee compensation and benefits, job evaluation, external competitiveness & market analysis, incentives and variable pay, employee motivation, compensation and performance management administration. A variety of approaches will be used to analyze organizational compensation policy and design. Consideration is given to the interaction between human resource managers and managers throughout the organization to implement effective compensation programs.

**Credits:** 3

**College:** School of Business

**Prerequisites:** MGMT 320 or MGMT 320AC or HRM 201 or HRMX 201 or MGMT 102 [Min Grade: D]

**Schedule Type:** By Appointment - 1 student, By Appointment - 2 students, Lecture, Lecture/On-Line, On-Line

## **HRM 308: Training & Development**

This course focuses on the role of training and employee development in organizations. Students will learn current theory on learning and program design, training methods and evaluation, e-learning and the use of technology in training, and the relationship of training to career management.

**Credits:** 3

**College:** School of Business

**Prerequisites:** HRM 201 or HRMX 201 [Min Grade: D]

**Schedule Type:** By Appointment - 1 student, Lecture, On-Line

## **HRM 321: Staffing & Resource Management**

This course focuses on the recruitment and retention functions of human resource management, including EEO/ Affirmative Action and career planning. In addition, the course focuses on the training and development functions inherent in retaining and enhancing a skilled work force. Training development includes needs analysis, programming and evaluation.

**Credits:** 3

**College:** School of Business

**Prerequisites:** MGMT 320 or MGMT 320AC or HRM 201 or HRMX 201 or MGMT 102 [Min Grade: D]

**Schedule Type:** By Appointment - 2 students, By Appointment - 3 students, Lecture

## **HRM 336: Comp, Benefits, Health & Safety**

Focusing on the complex structure of employee benefits programs, this course also introduces students to compensation structures. In addition to the focus on compensation and benefits, the course also develops students' understanding of the legal and organizational aspects of health, safety and security.

**Credits:** 3

**College:** School of Business

**Prerequisites:** MGMT 320 or MGMT 320AC [Min Grade: D]

**Schedule Type:** By Appointment - 1 student, By Appointment - 2 students, By Appointment - 3 students, Lecture, On-Line

## **HRM 341: Employment Law**

This course will explore the basic framework of employment law in the United States. Topics include collective bargaining, the negotiation process, the labor contract's scope, and the major substantive bargaining issues. The policies, practices, and issues required to build strong employee relations will also be examined.

**Credits:** 3

**College:** School of Business

**Prerequisites:** MGMT 320 or MGMT 320AC or HRM 201 or HRMX 201 or MGMT 102 [Min Grade: D]

**Schedule Type:** By Appointment - 1 student, Lecture, On-Line

## **HRM 343: Global HR Management**

This course introduces human resources strategies used by multinational companies in today's global economy. Topics include employment and staffing; compensation; benefits; labor laws; employment-related taxation; immigration; permanent resident and temporary work visa status; and expatriate and repatriation policies and practices. Cultural awareness, language differences, and managing virtual teams also will be covered.

**Credits:** 3

**College:** School of Business

**Prerequisites:** HRM 201 or HRMX 201 [Min Grade: D]

**Schedule Type:** By Appointment - 1 student, Lecture, On-Line

**HRM 345: Organizational Develop & Change**

This course presents organizational development as a process of planned change to improve an organization's overall effectiveness within a changing and complex environment. Examines the major components of organizational development: the evolution of organizational development, the nature of change, and how the organizational development practitioner plans and implements interventions to create interpersonal, group, inter#group, or organization#wide change. Emphasize the human relations role in the change process and the HR professional as a change agent. This course is also recommended for students interested in consulting or other roles that involve change and development in the workplace.

**Credits:** 3**College:** School of Business**Prerequisites:** HRM 201 or HRMX 201 [Min Grade: D]**Schedule Type:** By Appointment - 1 student, Lecture, On-Line**HRM 350: Cross-Cultural Comm Div Mgmt**

This course will examine how to manage the growing multicultural workforce in the United States. Topics include issues of intercultural communication and cross-cultural relations, ethnocentrism, racism and ageism. Students will develop an understanding and appreciation for cultures other than one's own and will be able to discuss current techniques used in cultural analysis.

**Credits:** 3**College:** School of Business**Schedule Type:** By Appointment - 4 students, Lecture, On-Line**HRM 421: Org & Employee Relations**

This course focuses in part on the function of union representation and collective bargaining in managing a large organization. In addition, it focuses on the role of planning, control, and information resources in the practice of human resource professionals.

**Credits:** 3**College:** School of Business**Schedule Type:** By Appointment - 2 students, By Appointment - 4 students, Lecture**HRM 498: HR Management Capstone**

This course serves as a capstone course in the Human Resource Management program. Students complete the SCPS Portfolio they have been assembling throughout their program. The portfolio provides students with an opportunity to look at the past, present, and future. Students reflect on personal growth and development during their program of study. Students also demonstrate ability to integrate knowledge and skills acquired throughout the programs by completing assignments centered around six key human resource management functions: staffing and recruitment, compensation and benefits, training and development, employment law, global human resource management, and consultancy to improve organizational performance. The portfolio concludes with a professional development plan wherein students identify goals for continued professional growth and lifelong learning. The capstone course brings together the student's educational experience to apply the knowledge and skills obtained throughout the major to address real-world business and organizational challenges in today's competitive workforce.

**Credits:** 3**College:** School of Business**Prerequisites:** (HRM 201 or HRMX 201) and (HRM 305 or HRMX 305) and (HRM 307 or HRMX 307) and (HRM 308 or HRMX 308) and (HRM 341 or HRMX 341) and (HRM 343 or HRMX 343) and (HRM 345 or HRMX 345) [Min Grade: D]**Schedule Type:** Lecture, On-Line**HRM 499: Applied Research & Pract in HR**

This project-centered course requires students to develop a comprehensive human resource plan for an organization. Plans must include considerations of planning, staff development, compensation and benefit structures, and organizational health and safety requirements. Students will write and present a comprehensive plan, including materials targeted for employee development and relations.

**Credits:** 3**College:** School of Business**Schedule Type:** By Appointment - 1 student, By Appointment - 2 students, By Appointment - 4 students, Lecture, Online By Appointment 8 Week, On-Line