

HUMAN RESOURCE MANAGEMENT (HRM)

Human Resource Management Undergraduate Courses

HRM 4010 TOTAL REWARDS (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee compensation and benefits programs. Students will gain and utilize effective strategies for managing the single largest controllable expense for organizations; employee pay and benefits. The design of this course is most beneficial for students pursuing future careers in management and human resource professions. (Cross-listed with BSAD 8146, HRM 8146, MGMT 4010, MGMT 8146).

Prerequisite(s): MGMT 3490 with a C or better and HRM 4030/ MGMT 4030 with a C+ or better and a 2.5 GPA; or permission of instructor

HRM 4030 HUMAN RESOURCE MANAGEMENT (3 credits)

This course is a comprehensive review of the field of human resource management and its relevance to employees, managers, and organization stakeholders for goal achievement. The design of this course is structured to educate future managers and leaders on the importance of utilizing effective HR methods that comply with federal laws and the critical role of HR professionals in achieving the organization's positive workplace culture, competitive advantage, and overall success. (Cross-listed with BSAD 8136, HRM 8136, MGMT 4030, MGMT 8136).

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA; or permission of instructor.

HRM 4040 MANAGING BEHAVIOR IN ORGANIZATIONS (3 credits)

In this course students will learn the knowledge and skills necessary to effectively manage and lead others. The foundations of Organizational Behavior are explored through discussion, application, and analysis, to build connection to critical aspects of real-world scenarios. Students are equipped with the tools and resources to understand the decision-making process, on both the individual and organizational level, to shape behaviors of topics overlying attitudes, motivation, leadership, employee engagement, group dynamic, and company culture. (Cross-listed with MGMT 4040).

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA; or permission of instructor. Not open to non-degree graduate students.

HRM 4110 STAFFING THE ORGANIZATION (3 credits)

This course is a comprehensive review of issues and techniques involved in the acquisition and management of a high quality and diverse workforce for optimal organizational effectiveness. Students pursuing future manager and human resource professions will benefit from practice utilizing effective strategies for recruiting, selecting, placing, and integrating new employees into an organization's workforce. (Cross-listed with BSAD 8166, HRM 8166, MGMT 4110, MGMT 8166).

Prerequisite(s): MGMT 3490 with a C or better and HRM 4030/ MGMT 4030 with a C+ or better and a 2.5 GPA; or permission of instructor. Students are encouraged to take HRM 4030 MGMT 4220 prior to taking this course.

HRM 4120 TALENT DEVELOPMENT (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee training and development programs to optimize human capital effectiveness in modern organizations. The course is designed to enable future managers and human resource professionals to utilize effective strategies for assessing employee training needs and developing appropriate solutions to maximize talent utilization. (Cross-listed with BSAD 8156, MGMT 8156, MGMT 4120, HRM 8156).

Prerequisite(s): MGMT 3490 with a C or better and MGMT 4030 with a C+ or better and a 2.5 GPA; or permission of instructor.

HRM 4220 EMPLOYMENT LAW (3 credits)

This course is a comprehensive review of the legal framework in human resource management practice. The course is designed to prepare future managers and human resource professionals for the myriad legal issues involved in the employer-employee relationship and what is required for effective compliance. (Spring) (Cross-listed with MGMT 4220).

Prerequisite(s): MGMT 3490 and MGMT 3510 or MGMT 4030 with a C (2.0) or better, and a 2.5 GPA; or permission of instructor.

HRM 4520 HUMAN RESOURCES MANAGEMENT INTERNSHIP (1-3 credits)

Students can receive degree credit when engaging in part time employment with a business that is relevant to the human resources management discipline. Work assignments are a valuable opportunity to gain practical experience and insight into various aspects of HR managerial roles within the workforce. Duties within the part time role must relate to general HR management (i.e., staffing, training, employee relations) and provide students with an environment to apply their academic knowledge to a professional setting. Combining both academic and professional atmospheres, students gain interpersonal development of leadership and build understanding of HR managerial responsibilities within organizations. (Cross-listed with MGMT 4520).

Prerequisite(s): MGMT 4030 with a C+ or better, a 2.5 GPA, and junior level standing; and permission of instructor.