

# Human Resource Management (HRM)

---

## Courses

### **HRM 262. Introduction to Human Resource Management. 3 Credits.**

Personnel management: human resource planning, recruitment, selection, training, motivation, fringe benefits, salary and wages, labor relations, and performance evaluation.

Fall and Spring.

### **HRM 298. Independent Study. 1-4 Credits.**

Independent study is offered on an individual basis at the student's request and consists of a program of learning activities planned in consultation with a faculty member. A student wishing to study or conduct research in an area not represented in available scheduled courses should develop a preliminary proposal and seek the sponsorship of a faculty member. The student's advisor can direct him or her to instructors with appropriate interests. A written report or equivalent is required for evaluation, and a short title describing the program must be sent early in the semester to the registrar for entry on the student's transcript. Course is repeatable for credit.

P: fr or so st with cum gpa > or = 2.50; or jr or sr st with cum gpa > or = 2.00.

Fall and Spring.

### **HRM 460. Employee Development and Training. 3 Credits.**

This course provides a detailed look at employee training and development in addition to career management. The goal of training is to improve knowledge, skills, attitudes, and/or behaviors as they relate to employees' current position so that they can perform at a higher level. Employee development is the process of building the skillsets employees need to take on additional responsibilities in their current job and/or receive future promotions. Both processes involve careful consideration of internal and external environmental forces and the mission and vision of the company. The course is designed to demonstrate how training, and development are integrated to support the organization's strategic HRM practices as well as how they relate to other human resource management functions. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: HRM 262 and overall GPA of 2.5 or above.

Fall Only.

### **HRM 465. Recruitment and Selection. 3 Credits.**

This course provides a detailed look at staffing in organizations, including how organizations plan for their staffing needs, use job analysis to develop job descriptions and specifications, choose whether to recruit internally or externally, choose among job candidates, and use statistical analysis to validate selection criteria. The course examines and analyzes various recruitment methods and selection tools, as well as the theoretical and empirical support for each.

P: HRM 262 and an overall minimum GPA of 2.5

Spring.

### **HRM 466. Employment Law. 3 Credits.**

This course provides a detailed look at the law pertaining to human resource management (HRM), including discrimination, occupational health and safety, labor standards, employee information and privacy, negligence, discipline and termination, employment contracts, and collective agreements. Students will learn the substantive law pertaining to HRM, the sources of that law, and how to identify and address legal risks.

P: HRM 262 and an overall minimum GPA of 2.5

Fall Only.

### **HRM 467. Compensation and Benefits Planning. 3 Credits.**

Theories of compensation and work motivation and their impact on various reward systems and the rationale for decisions affecting the selection of benefits. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: HRM 262 and an overall minimum GPA of 2.5

Spring.

### **HRM 468. Employee Relations. 3 Credits.**

This course examines the employer-employee relationship including such topics as organizational policies, employee handbooks, handling complaints, resolving conflicts, managing change, managing diversity, interpersonal mistreatment in the workplace, and the impact of globalization on employee relations. Also covered are various aspects of labor relations, or the relationship between management, employees, and labor unions. In addition, this course explores the social sustainability and ethical implications of human resource management including the effects of high-performance work practices on employee well-being.

P: HRM 362

Fall Only.

**HRM 469. Performance Management and Analytics. 3 Credits.**

This course provides an in-depth examination of performance management, including defining, measuring and evaluating performance and improving performance management systems. Other areas of focus are role of performance appraisal in performance management and methods to improve accuracy and reduce bias in performance appraisal. Students will also learn the methods and process of job analysis as well as how job analysis informs other key HRM functions. Legal, business case, and ethical implications of performance management are discussed.

P: HRM 362

Fall Only.

**HRM 470. SHRM-CP Prep I. 3 Credits.**

This course is the first of two seven-week accelerated courses that prepare you to write the Society for Human Resource Management Certified Professional (SHRM-CP) exam. You will engage in intensive study of the SHRM Body of Applied Skills and Knowledge (BASK) upon which the SHRM-CP exam is based and includes competencies and knowledge pertaining to all HRM functions. You will also learn how those functions are strategically deployed to support employee and organizational success and wellness. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: HRM 262, HRM 465, HRM 466, HRM 468, and an overall minimum GPA of 2.5

Spring.

**HRM 471. SHRM-CP Prep II. 3 Credits.**

This course is the second of two seven-week accelerated courses that prepare you to write the Society for Human Resource Management Certified Professional (SHRM-CP) exam. You will engage in intensive study of the SHRM Body of Applied Skills and Knowledge (BASK) upon which the SHRM-CP exam is based and includes competencies and knowledge pertaining to all HRM functions. You will also learn how those functions are strategically deployed to support employee and organizational success and wellness. At the end of this course, you will write the SHRM-CP exam.

P: HRM 470, or concurrent enrollment, and an overall minimum GPA of 2.5

Spring.

**HRM 478. Honors in the Major. 3 Credits.**

Honors in the Major is designed to recognize student excellence within interdisciplinary and disciplinary academic programs.

P: min 3.50 all cses req for major and min gpa 3.75 all UL cses req for major.

Fall and Spring.

**HRM 495. Teaching Assistantship. 1-6 Credits.**

The student and supervising teacher must prepare a statement that identifies the course with which the assistantship will happen, objectives for the assistantship, and expectations in order to fulfill the course objectives. Students are not eligible to receive credit in both the course they assist the instructor with and the teaching assistantship in the same semester. Typically student has previously taken the course prior to enrollment in the assistantship. Course is repeatable for credit. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: Junior standing and an overall minimum GPA of 2.5

Fall and Spring.

**HRM 496. Project/Research Assistantship. 1-6 Credits.**

The student must prepare a research proposal, and both parties should identify the research arrangement and how the student will complete the work to fulfill the course objectives within the assigned term. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: Junior standing and an overall minimum GPA of 2.5

Fall and Spring.

**HRM 497. Internship. 1-12 Credits.**

Supervised practical experience in an organization or activity appropriate to a student's career and educational interests. Internships are supervised by faculty members and require periodic student/faculty meetings. Course is repeatable for credit. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: Junior standing and an overall minimum GPA of 2.5

Fall and Spring.

**HRM 498. Independent Study. 1-4 Credits.**

Independent study is offered on an individual basis at the student's request and consists of a program of learning activities planned in consultation with a faculty member. A student wishing to study or conduct research in an area not represented in available scheduled courses should develop a preliminary proposal and seek the sponsorship of a faculty member. The student's advisor can direct him or her to instructors with appropriate interests. A written report or equivalent is required for evaluation, and a short title describing the program must be sent early in the semester to the registrar for entry on the student's transcript. Course is repeatable for credit.

P: Bus Adm major or minor or Acctg major or minor and an overall minimum GPA of 2.5

Fall and Spring.