

# Human Resources Management (HRM)

---

## Courses

### **HRM 362. 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.

P: BUS ADM 389 and Bus Adm major or minor or Acctg major or minor and an overall minimum GPA of 2.5.

Fall and Spring.

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

This course provides a detailed look at employee development and its three main functional areas: training, development, and performance management. The course is designed to demonstrate how training, development, and performance management are integrated to support the organization's business strategy as well as how they relate to other key human resource management functions, such as job analysis and design and compensation. Challenges to, and strategies for improving, the validity and reliability of employee assessment will also be discussed.

P: Bus Adm 362 and Bus Adm major or minor or Acctg major or minor and an overall minimum GPA of 2.5.

Spring.

### **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: Bus Adm 362 and Bus Adm major or minor or Acctg major or minor and an overall minimum GPA of 2.5.

Spring.

### **HRM 466. Legal Issues in Human Resource Management. 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: Bus Adm 362 and Bus Adm major or minor or Acctg major or minor 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.

P: Bus Adm 362 and Bus Adm major or minor or Acctg major or minor and an overall minimum GPA of 2.5.

Fall Only.