

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

Fall Only.

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 Odd.

HRM 469. Performance Management and Job Analysis. 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. Additional topics include job descriptions, job design, job evaluation, and performance feedback. Legal, business case, and ethical implications of performance management and job design are discussed.

P: HRM 362

Fall Even.

HRM 470. Human Resource Management Analytics. 3 Credits.

This course examines how human resource management (HRM) metrics and analytics are used in evidence-based management. Students will learn how to collect, analyze, and interpret data to assess the effectiveness of, and make decisions regarding, HRM functions including recruitment methods, training programs, wellness interventions, retention strategies, and performance management systems. Other key topics include validating selection criteria as predictors of performance, diversity and discrimination analytics, HRM information systems, and HRM consulting.

P: HRM 362; BUS ADM 220 or MATH 260

Spring Odd.

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.