

# Human Resources Management (HRM)

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## Courses

### **HRM 669. 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.

Fall Only.

### **HRM 670. Human Resources 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.

Spring Even.