

HUMAN RESOURCE MANAGEMENT (HRM)

HRM 34092 PRACTICUM CAREER DEVELOPMENT (ELR) 3 Credit Hours

In-depth training and development course designed to prepare students for resume presentation, job search, interviewing, participation in the internship and career launching.

Prerequisite: Minimum 2.500 cumulative GPA and junior standing.

Schedule Type: Lecture, Practicum or Internship

Contact Hours: 1 lecture, 2 other

Grade Mode: Standard Letter

Attributes: Experiential Learning Requirement

HRM 34180 HUMAN RESOURCE MANAGEMENT 3 Credit Hours

Focuses on the importance of the management of human resources for any organization, its employees, customers, shareholders, and the community where it is located. The topic helps students understand the important issues that derive from managing people at work and the changing environment organizations face. Students will learn the integral role human resources management plays to the success or failure of an organization. Both practical and theoretical perspectives are presented.

Prerequisite: MGMT 24163 or BMRT 11009; and cumulative 2.500 GPA.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

HRM 34187 INTERNATIONAL EXPERIENCE IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

Guided introduction to applied Human Resource Management in another culture by examining opportunities and challenges. Via select company tours, tour of historical sites and meetings with management from local companies as well as U.S. companies doing business in foreign countries, students will be exposed to the current HR functions and practices in a foreign country, such as selecting and managing a workforce, compliance with the employment laws, employee training and development, expatriation repatriation, performance management, and compensation issues.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; minimum 2.500 overall GPA; and Sophomore standing and special approval.

Schedule Type: Field Experience

Contact Hours: 9 other

Grade Mode: Standard Letter

HRM 44091 SEMINAR IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

(Repeatable for credit) (Slashed with MIS 54091) In-depth readings, discussion projects and presentations in a specialized area of human resource management.

Prerequisite: HRM 34180 or BMRT 31006; and minimum 2.500 overall GPA.

Schedule Type: Seminar

Contact Hours: 3 lecture

Grade Mode: Standard Letter

HRM 44183 DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS 3 Credit Hours

(Slashed with MIS 54183) Course focus is quality training design, based upon theory and empirical research. Implications for practice and current challenges in employee training and development are also highlighted.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; and minimum 2.500 overall GPA.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

HRM 44185 STAFFING HUMAN RESOURCES 3 Credit Hours

(Slashed with MIS 54185) Staffing, development of systems to select, place, promote, and retain employees to enhance organizational effectiveness and maintain legal compliance are core HRM activities in organizations. This course will provide students with an understanding of the technical components of selection, including how to determine which applicant characteristics should be examined, what procedures should be used to gather information, and how that information should be combined to identify qualified job applicants. In addition, this course focuses on promotion and retention of employees.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; and a minimum 2.500 overall GPA.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

HRM 44195 ADVANCED TOPICS IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

(Repeatable for a total of 6 credit hours) Advanced topics course that are offered on a yearly basis. Topics can span the full range of HR functions. This course can also have a practicum format.

Prerequisite: HRM 34180 or BMRT 31006; and minimum 2.500 overall GPA.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

HRM 44445 GLOBAL HUMAN RESOURCE MANAGEMENT (WIC) 3 Credit Hours

(Slashed with MIS 54445) The course examines the impact of internationalization and cross-cultural challenges on organizations, the factors involved in selecting and managing an international workforce, the evaluation of employee relations and employment law, and address issues such as employee training and development, expatriation repatriation, performance management, and compensation issues, all from the perspective of managing an international organization.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; minimum 2.500 overall GPA; student must be enrolled in the Human Resource Management major or minor; and senior standing.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

Attributes: Writing Intensive Course

HRM 44492 BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR) 3 Credit Hours

(Repeatable for credit) Learning by experience by performing activities related to the Human Resource Management profession in a cooperating organization.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; and a minimum 2.500 overall GPA; and must be enrolled in the Human Resource Management major or minor.

Schedule Type: Practicum or Internship

Contact Hours: 1 lecture, 14 other

Grade Mode: Standard Letter

Attributes: Experiential Learning Requirement

HRM 44495 SPECIAL TOPICS IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

(Repeatable for credit) Offered on a semester basis with different human resource management topics and different faculty involved each time the course is offered.

Prerequisite: Cumulative 2.500 overall GPA; and junior standing.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

HRM 44499 HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR) 3 Credit Hours

This course bridges between Human Resource Management coursework and the world of HRM practice. The course will provide a variety of learning experiences to help students gain knowledge and practical experience to prepare them to embark on careers in the HRM profession. Upon completion of this course, students should have much to discuss in a job interview and a useful entry on your resumes.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; minimum 2.500 overall GPA; and student must be enrolled in the Human Resource Management minor or major.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

Attributes: Experiential Learning Requirement

HRM 44660 PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS 3 Credit Hours

Focuses on performance management, and discusses sources of performance management information. Also considers the nature of the compensation systems and pay system mechanics, as well as methods for recognizing employee contributions through compensation.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; and a minimum 2.500 overall GPA.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter

HRM 44763 HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS 3 Credit Hours

The course examines the use of HR data, metrics, analytics, and ERP systems to guide human resource management decision making and support the strategic goals of the organization. We will learn the characteristics of high quality data, introduce common analysis techniques, data interpretation and visualization, and report assessment. Through lecture, readings, and problem solving exercises using enterprise resource planning systems (SAP and Oracle), you will gain the knowledge and skills necessary to assess various human resource management initiatives and formulate solutions to common human-resource-related problems. Upon completion of the course, you will understand how HR analytics and ERP systems help an organization achieve its strategic goals.

Prerequisite: Minimum C grade in either HRM 34180 or BMRT 31006; and minimum 2.500 overall GPA.

Schedule Type: Lecture

Contact Hours: 3 lecture

Grade Mode: Standard Letter