HUMAN RESOURCE MANAGEMENT (HRM)

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 minimum 2.000 overall GPA.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 34189 INTERNATIONAL EXPERIENCE IN HUMAN RESOURCE MANAGEMENT (DIVG) (ELR) 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: HRM 34180 with a minimum C grade; and minimum 2.000 overall GPA; and sophomore standing; and special approval.
Schedule Type: International Experience
Contact Hours: 9 other
Grade Mode: Standard Letter
Attributes: Diversity Global, Experiential Learning Requirement

HRM 44091 SEMINAR IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours
(Repeatable for credit) (Slashed with HRM 54091) In-depth readings, discussion projects and presentations in a specialized area of human resource management.
Prerequisite: HRM 34180; and minimum 2.000 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 HRM 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: HRM 34180 with a minimum C grade; and minimum 2.000 overall GPA.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 44185 STAFFING HUMAN RESOURCES 3 Credit Hours
(Slashed with HRM 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: HRM 34180 with a minimum C grade; and a minimum 2.000 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 credit) 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; and minimum 2.000 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 HRM 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: HRM 34180 with a minimum C grade; and minimum 2.000 overall GPA; and 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: HRM 34180 with a minimum C grade; and a minimum 2.000 overall GPA; and must be enrolled in the human resource management major or minor.
Schedule Type: Practical Experience
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 if offered.
Prerequisite: Minimum 2.000 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 their resumes.
Prerequisite: HRM 34180 minimum C grade; and minimum 2.000 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
(Slashed with HRM 54660) The course provides overview of the performance management process, examines various approaches to 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: HRM 34180 with a minimum C grade; and minimum 2.000 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. The course will introduce students to 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), students 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, students will understand how HR analytics and ERP systems help an organization achieve its strategic goals.
Prerequisite: HRM 34180 with a minimum C grade; and minimum 2.000 overall GPA.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 54091 SEMINAR IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours
(Repeatable for Credit) (Slashed with HRM 44091) In-depth readings, discussion projects and presentations in a specialized area of human resource management.
Prerequisite: Business administration major; and graduate standing.
Schedule Type: Seminar
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 54183 DEVELOPMENT AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS 3 Credit Hours
(Slashed with HRM 44183) 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: Business administration major within the master of business administration degree; and graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 54185 STAFFING HUMAN RESOURCES 3 Credit Hours
(Slashed with HRM 44185) 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: Business administration major within the master of business administration degree.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 54445 GLOBAL HUMAN RESOURCE MANAGEMENT 3 Credit Hours
(Slashed with HRM 44445) 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: Business administration major within the master of business administration degree; and graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 54660 PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS 3 Credit Hours
(Slashed with HRM 44660) The course provides overview of the performance management process, examines various approaches to 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: Graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 64263 EMPLOYEE SELECTION AND APPRAISAL 3 Credit Hours
(Slashed with HRM 74263) This course will focus primarily on issues associated with the person/job matching process in modern organizations related to the selection and appraisal of employees.
Prerequisite: HRM 64271; and graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 64271 HUMAN RESOURCE MANAGEMENT 2 Credit Hours
This course explores the management of a firm's human resources from practical and theoretical perspectives of managing people at work. How high performance work practices (HPWPs) help businesses to motivate their employees for strategic competitive advantage is emphasized.
Prerequisite: Graduate standing.
Schedule Type: Lecture
Contact Hours: 2 lecture
Grade Mode: Standard Letter

HRM 64399 APPLIED TOPICS IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours
Devoted to intensive investigation of selected topics in human resource management. Students undertake three research projects: (1) quality metrics of selection procedures; (2) use of structured interviews in selection with a focus on the legal defensibility of employment interviews; and (3) use of artificial intelligence in employment interviews.
Prerequisite: Graduate standing.
Schedule Type: Project or Capstone
Contact Hours: 3 other
Grade Mode: Standard Letter

HRM 74263 EMPLOYEE SELECTION AND APPRAISAL 3 Credit Hours
(Slashed with HRM 64263) This course will focus primarily on issues associated with the person/job matching process in modern organizations related to the selection and appraisal of employees.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 84108 ACQUIRING HUMAN RESOURCES 3 Credit Hours
The course focuses on research theories, methods, and issues in acquiring Human Resources, including employment law, job and work analysis, recruiting, and selection. The course will involve critical review and evaluation of existing work and potential avenues for future research. Through reading assignments and a research paper, students should gain an appreciation for the existing state of research and begin to articulate major issues and challenges facing this field.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 84191 SEMINAR IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours
(Repeatable for credit) Variable content of relevance to Human Research Management research. Exact topics will be announced when scheduled.
Prerequisite: Doctoral standing.
Schedule Type: Seminar
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 84261 STRATEGIC DECISION-MAKING AND HUMAN RESOURCE MANAGEMENT 3 Credit Hours
Provides a first graduate-level introduction to the fundamental concepts of HRM/OB and strategic decision-making.
Prerequisite: Doctoral standing; and special approval.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

HRM 84263 OPTIMIZING HUMAN RESOURCES 3 Credit Hours
Students learn areas of human resources management that include training and development, performance management, compensation and retention or turnover.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter