

# HUMAN RESOURCE MANAGEMENT (HRM)

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## Course Descriptions

### **HRM 561 Human Resource Management 3 Credit Hours**

This course provides managers from different business functions with the principles, knowledge, and techniques for managing employees. Incidents and cases are used to diagnose human resource problems, and design and implement solutions. Topics include: employment law, job design and analysis, performance evaluation, human resource planning, recruiting, selection and assessment, training, managerial development, compensation and incentives, reductions-in-force, collective bargaining and labor relations, and human resource management for international operations. The course stresses the evaluation of human resource programs, and the need for human resource practices to be compatible with one another and to be supportive of the firm's strategy.

**Restriction(s):**

Can enroll if Class is Graduate

### **HRM 580 Compensation and HR Analytics 3 Credit Hours**

This course will teach students how to use data-driven analysis to evaluate and improve the intended effects of HR practices such as staffing, training and development, compensation and benefits, and employee retention and engagement. The course prepares you to determine the HR metrics that align with your company's strategic goals (F, W).

**Prerequisite(s):** (DS 520 or IMSE 510 or IMSE 514 or STAT 530 or STAT 535 or STAT 555 or STAT 560) and HRM 561

**Restriction(s):**

Can enroll if Level is Rackham or Graduate

### **HRM 611 Staffing Training and Devlpmnt 3 Credit Hours**

The course examines the design and management of personnel staffing, selection, training, and development activities as mechanisms for predicting and influencing individual and organizational performance. Key topics to be covered include: staffing strategy and planning; job design and analysis; external and internal recruiting; employee testing and assessment methods; measurement, validation, and decision-making issues in selection; instructional design and delivery; methods for developing employees and managers; career management; laws and regulation affecting staffing and training; evaluation methods for staffing and training activities; and issues in staffing and training of an international workforce.

**Prerequisite(s):** HRM 561

### **HRM 613 Legal Issues in Managing People 3 Credit Hours**

This course is designed to provide students with knowledge regarding employment law that are essential to manage people in organizations. Topics will include, but not be limited to, employee-employer relations, Title II rights and responsibilities, discrimination, benefits and employment in a unionized environment. Required assignments will include reading and analyzing case studies.

\*An asterisk denotes that a course may be taken concurrently.

#### Frequency of Offering

The following abbreviations are used to denote the frequency of offering: (F) fall term; (W) winter term; (S) summer term; (F, W) fall and winter terms; (YR) once a year; (AY) alternating years; (OC) offered occasionally