

# HUMAN RESOURCE MANAGEMENT (HRM)

## Course Descriptions

### HRM 305 Human Resource Policy/Admin 3 Credit Hours

To examine personnel policy making and administration relative to the achievement of the objectives of the firm through the eyes of general management. Topics include: recruitment and selection, wage and salary administration training, evaluation, discipline and industrial relation activities. Cases are analyzed.

#### Restriction(s):

Cannot enroll if Class is Freshman or Sophomore  
Can enroll if Level is Undergraduate

### HRM 406 Talent Sourcing & Acquisition 3 Credit Hours

The course examines how to design, administer, and evaluate talent sourcing and selection activities that support organizational strategies. The course is geared both toward those who are or will be (a) current HR managers who develop and administer staffing programs and (b) managers in other functional areas who want to improve their personal effectiveness in recruiting and selecting employees. Key topics to be covered include: staffing strategy and planning; job design and analysis; external and internal recruiting; employee testing and assessment methods; interviewing; measurement, validation, and decision-making issues in selection; laws and regulations affecting staffing and evaluation methods for staffing.

**Prerequisite(s):** HRM 405 or HRM 305

### HRM 407 Compensation, Performance Management, and HR Analytics 3 Credit Hours

This course examines how to (1) design, administer and evaluate compensation and performance appraisal programs that align with organizational strategies, and (2) conduct fundamental data analyses to answer pivotal human resource questions. Key topics to be covered within Compensation & Performance Management include: job analysis, methods for internal job evaluation, external labor markets and job pricing, performance appraisals, merit and incentive-based pay, individual and team-based pay, and employee benefits. Within the HR Analytics section, the focus will be on data collection, qualitative and quantitative data analysis, and effective data presentation. (YR).

**Prerequisite(s):** (HRM 405 or HRM 305) and OB 354

### HRM 408 Legal Issues in Human Resource 3 Credit Hours

The course examines employment law pertaining to human resource management including such areas as selection, compensation, performance appraisal, training, labor relations, and occupational safety and health.

**Prerequisite(s):** HRM 405 or HRM 305

### HRM 409 Talent & Leadership Develop 3 Credit Hours

Training and leadership development are key elements of the human resource function. This course will teach students how to design and evaluate formal training programs and employee development programs, and how to conduct performance improvement interventions. Topics include needs assessment, adult learning and learning transfer theories, program design, and evaluation. (YR)

**Prerequisite(s):** HRM 305

### HRM 485 Seminar:Human Resource Mgmt 1 to 3 Credit Hours

To provide students with an opportunity for intensive study in current selected areas related to the research activities and/or professional activities of faculty members. Permission of College of Business.

#### Restriction(s):

Can enroll if Class is Senior  
Can enroll if College is Business

### HRM 495 Research:Human Rsrch Mgmt 1 to 3 Credit Hours

To provide the advanced student with the opportunity to undertake a research project under the supervision of a faculty member. At least two weeks prior to registration in the term when such a course is to be elected, an interested student must submit to the dean of the school a written request for permission to elect a research course, on a form available in the school office. The request will include a description of the proposed research project. The dean will review the proposal with faculty members to ascertain availability of relevant faculty supervision and to establish appropriate credit.

#### Restriction(s):

Can enroll if Class is Senior  
Can enroll if College is Business

\*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