

HUMAN RESOURCE MANAGEMENT (HRM)

Human Resource Management Graduate Courses

HRM 8136 HUMAN RESOURCE MANAGEMENT (3 credits)

This course is a comprehensive review of the field of human resource management and its relevance to employees, managers, and organization stakeholders for goal achievement. The design of this course is structured to educate future managers and leaders on the importance of utilizing effective HR methods that comply with federal laws and the critical role of HR professionals in achieving the organization's positive workplace culture, competitive advantage, and overall success. (Cross-listed with BSAD 8136, HRM 4030, MGMT 4030, MGMT 8136).

Prerequisite(s): BSAD 8250 (Organizational Behavior) is recommended (but not required) prior to enrollment.

HRM 8146 TOTAL REWARDS (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee compensation and benefits programs. Students will gain and utilize effective strategies for managing the single largest controllable expense for organizations; employee pay and benefits. The design of this course is most beneficial for students pursuing future careers in management and human resource professions. (Cross-listed with BSAD 8146, HRM 4010, MGMT 4010, MGMT 8146).

Prerequisite(s): BSAD 8136 is recommended but not required.

HRM 8156 TALENT DEVELOPMENT (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee training and development programs to optimize human capital effectiveness in modern organizations. The course is designed to enable future managers and human resource professionals to utilize effective strategies for assessing employee training needs and developing appropriate solutions to maximize talent utilization. (Cross-listed with BSAD 8156, HRM 4120, MGMT 4120, MGMT 8156).

Prerequisite(s): BSAD 8136 is recommended but not required.

HRM 8166 STAFFING THE ORGANIZATION (3 credits)

This course is a comprehensive review of issues and techniques involved in the acquisition and management of a high quality and diverse workforce for optimal organizational effectiveness. Students pursuing future manager and human resource professions will benefit from practice utilizing effective strategies for recruiting, selecting, placing, and integrating new employees into an organization's workforce. (Cross-listed with BSAD 8166, HRM 4110, MGMT 4110, MGMT 8166).

Prerequisite(s): BSAD 8136 is recommended but not required.