

# Human Resources Management - CPS (HRM)

## **HRM 1990. Elective. (1-4 Hours)**

Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

## **HRM 2320. Human Resources Management. (3 Hours)**

Examines and applies principles, practices, and current issues facing organizations as related to attracting, selecting, motivating, and keeping the most talented organizational members in today's competitive environment. Focuses on human resource management strategy, organizational staffing, employee and labor relations, and organizational safety and security. Emphasizes current legal considerations and issues.

**Prerequisite(s):** MGT 1100 with a minimum grade of D- or HMG 1100 with a minimum grade of D-

## **HRM 2990. Elective. (1-4 Hours)**

Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

## **HRM 3990. Elective. (1-4 Hours)**

Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

## **HRM 4990. Elective. (1-4 Hours)**

Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

## **HRM 4993. Independent Study. (1-4 Hours)**

Offers students an opportunity to undertake special research.

## **HRM 6005. Creating a High-Performance Organization: Strategic Organizational and HRM Choices. (3 Hours)**

Covers the choices that are critical and central to a growing organization and the role that HRM plays in the decision-making process. As our global and domestic environments grow more complex, organizations seeking excellence are faced with a myriad of strategic choices, and many of those choices are the responsibility of the HR manager. Major topics include motivation, perception, interpersonal communication, leadership, power and influence, decision making, group dynamics, team building, corporate culture, and socialization. Offers students an opportunity to learn how to motivate employees and create a team-based culture of support, learning, and renewal. Emphasizes the practical application of specific skills, theories, and concepts that empower students to become effective HR managers and leaders in their organizations.

## **HRM 6010. Compensation and Benefits. (3 Hours)**

Examines how organizations determine their merit and incentive plans, wage and salary structures, and compensation methods to give students a close-up look at team-based reward systems, flexible benefits plans, and indirect compensation. Designing the right mix of compensation and benefits is critical to attracting and retaining quality employees. Explores innovative ways to construct and manage the compensation and benefits mix.

## **HRM 6015. Introduction to Human Resources Management. (3 Hours)**

Introduces students to the scope, vocabulary, and strategic environment of a rapidly evolving field. Examines the range of competencies that contribute to effective human capital management in support of organizational performance. Topics include human resources strategy, talent acquisition, performance management, and compensation and benefits.

## **HRM 6020. Talent Acquisition and Onboarding. (3 Hours)**

Underscores the importance of linking recruitment goals with overall company strategy. Finding and hiring the right people is often cited as the number-one concern of businesses. Topics include approaches to job design, market analysis, recruiting and selecting employees, leveraging social media and hiring analytics to ensure better-quality hires, and effective onboarding practices.

## **HRM 6025. Workforce Analytics. (3 Hours)**

Examines the characteristics of high-quality data, key workforce metrics, and introduces common analysis techniques. Human resources management helps drive business performance by delivering competitive advantage through people. This requires a solid grasp of HR analytics: the systematic collection, analysis, and interpretation of data designed to improve decisions about talent and the organization as a whole.

**Prerequisite(s):** HRM 6015 with a minimum grade of C-

## **HRM 6030. The Employment Contract. (3 Hours)**

Examines the legal relationship between employer and employee. Students will explore issues and topics such as discrimination, affirmative action, the Americans with Disabilities Act, sexual harassment, health and safety, AIDS in the workplace, compliance issues, and legal issues related to downsizing and terminations. Human Resource managers work in a highly complex environment with constantly changing laws and legislation that govern employee rights and employer obligations.

**HRM 6035. Digital Human Resources Platforms. (3 Hours)**

Explores the changes in organizational HR design that have produced a shift from transactional processes to an employee-focused experience. Offers students an opportunity to examine how integrative HR platforms and data analytics help HR leaders create process, deliver policy, and communicate with employees in real time through cloud-based software and mobile applications throughout the employee life cycle.

**Prerequisite(s):** HRM 6015 with a minimum grade of C-

**HRM 6036. Digital Human Resources Lab. (1 Hour)**

Offers students an opportunity to develop a more in-depth understanding of current and emerging technology applications that may be leveraged by the human resources function to address key business needs and transformation objectives. Examines, through further demonstrations/examples, how integrative digital HR platforms/applications can help HR leaders transform their function and create business value.

**HRM 6042. Strategic Workforce Planning. (3 Hours)**

Explores the development of talent management programs required to effectively execute corporate strategy. Effective workforce planning and implementation are essential to the maintenance of an organization's competitive advantage and the successful execution of organizational strategy. Reviews topics in human resource planning, gap analysis, overcoming implementation barriers, and promoting the change process.

**Prerequisite(s):** HRM 6025 with a minimum grade of C-

**HRM 6047. Managing the Employee Life Cycle. (3 Hours)**

Explores the best practices across a range of sectors in order to enable HR professionals to play the role of business partners with key organizational stakeholders. One of the primary responsibilities of HR professionals is managing talent throughout the employee life cycle in order to enhance employee productivity and career growth. Topics covered include performance management, retention strategies, training and development, and succession planning.

**HRM 6050. Employee Engagement. (3 Hours)**

Explores the cognitive, affective, and behavioral dimensions of employee engagement in supporting organizational performance. Research demonstrates that high levels of employee engagement contribute to high levels of productivity and innovation, as well as low turnover. Topics include the different dimensions of engagement, the design and interpretation of surveys, trust and transparency, diversity and inclusion, and best practices in employee engagement in a range of sectors.

**HRM 6060. Organizational Design. (3 Hours)**

Focuses on organizational design with special emphasis on innovative organizational forms that can provide strategic advantage. Topics include structuring and staffing HR functions, workspace design, and structural options for entire organizations, from startups to mature global companies. Explores leading-edge innovations, such as crowd-based organizations, internal resource markets, and other forms of collective intelligence.

**HRM 6070. Global Human Resources Management. (3 Hours)**

Explores the trends in workforce globalization and their implications for effective human resources management. Topics include intercultural competencies, cultural adaptation, global mobility, and a comparative examination of human resource policies and practices in major global markets. Students explore the skills and knowledge required to manage talent in multinational organizations.

**HRM 6072. Global and Comparative Employment/Employee Relations. (3 Hours)**

Focuses on institutional, organizational, and managerial perspectives of employment processes, relationships, and outcomes in a globalized economy. Examines cross-national variation in employment relations and labor law through the lens of convergent-divergent HRM theory. Other topics include global and national labor standards and rights, mechanisms through which labor is governed, ways in which workers are organized, as well as cultural and social factors that impact international employment.

**Prerequisite(s):** HRM 6070 with a minimum grade of C-

**HRM 6074. Global Talent Acquisition and Mobility. (3 Hours)**

Focuses on organizational staffing issues that are not present in a domestic environment or that increase in complexity in an international context. Examines ethnocentric, polycentric, regiocentric, and geocentric approaches to managing and staffing international subsidiaries. Other topics include the varied types of international assignments; selection criteria and procedures for the same; the roles of expatriates, nonexpatriates, and inpatriates; as well as management, motivation, development, and repatriation of workers on international assignments.

**Prerequisite(s):** HRM 6070 with a minimum grade of C-

**HRM 6076. International Compensation. (3 Hours)**

Focuses on the complexities that arise when firms move from compensation at the domestic level to compensation in an international context. Examines the two main approaches to international compensation as well as the key components of designing an international compensation program. Introduces special problem areas of taxation; cost of living; and managing compensation of expatriates, nonexpatriates, and inpatriates, along with potential host country and regional influences on compensation design.

**Prerequisite(s):** HRM 6070 with a minimum grade of C-

**HRM 6940. Projects for Professionals. (4 Hours)**

Offers students an opportunity to apply knowledge and skills gained through their master's program to challenging short-term projects under faculty supervision. Matches students with discipline-specific consulting projects provided by a wide range of sponsoring organizations in the private and nonprofit sectors. Students develop a project plan, conduct research, develop and deliver recommendations to the sponsoring organization, and reflect on lessons learned. Mapping human resources management competencies and skills to the consultative process is a primary learning outcome. As the capstone, this course should be the last course taken. Students with less than two years of professional experience must successfully complete a noncredit Experiential Learning project before registering for the capstone course.

**Prerequisite(s):** HRM 6015 with a minimum grade of C ; HRM 6025 with a minimum grade of C ; HRM 6042 with a minimum grade of C

**HRM 6962. Elective. (1-4 Hours)**

Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

**HRM 6995. Project. (1-4 Hours)**

Focuses on in-depth project in which a student conducts research or produces a product related to the student's major field. May be repeated without limit.