HUMAN RESOURCE MANAGEMENT (HRM)

HRM:341 Human Resource Management (3 Credits)
Prerequisite: 48 completed credit hours. Principles, policies, and practices in administering functions of recruiting, selecting, training, compensating, and appraising human resources of organizations. (Formerly 6500:341)

HRM:342 Employee and Labor Relations (3 Credits)
Prerequisite: 64 completed credit hours. Pre/Corequisite: HRM 341. Analysis of management, union and employee objectives, attitudes and strategy, as they affect conduct of business and economy. Stress placed on group assigned readings and reports. (Formerly 6500:342)

HRM:350 Fundamentals of Enterprise Resource Planning (3 Credits)
Prerequisites: ACCT 250 and 48 completed credit hours. The enterprise wide process of decreasing operating costs, rationalizing the supply chain, improving management control, and decreasing cycle time by implementing ERP based solutions. (Formerly 6500:350)

HRM:441 Training and Development (3 Credits)
Prerequisites: Admission to a major in a 4-year degree granting college and HRM 341. Comprehensive study of employee training and development methods and practices including performance analysis, design, development, implementation and evaluation. (Formerly 6500:441)

HRM:442 Compensation Management and Reward Systems (3 Credits)
Prerequisites: Admission to a major in a 4-year degree granting college, junior standing and HRM 341. This course focuses on the development, implementation, and assessment of a business firm’s compensation and reward system. (Formerly 6500:442)

HRM:443 Human Resources Selection & Staffing (3 Credits)
Prerequisites: Upper level standing, admission to a major in a 4-year degree granting college, and HRM 341. Advanced study of selection and staffing within business organizations. Emphasis on current research and practice. Activities include projects, case studies, interaction with human resource professionals. (Formerly 6500:443)

HRM:458 Special Topics in Managerial Arbitration, Mediation & Conciliation (1-3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, upper level or graduate standing and [MGMT 321 or HRM 600 or equivalent]. Study of the various methods and mechanisms by which management can understand and deal with internal and external conflict. Six hour limit. (Formerly 6500:458)

HRM:471 Management Consulting Project (3 Credits)
Prerequisites: Admitted to the Human Resources Management major, MGMT 302, ISM 310, HRM 342, HRM 442, and HRM 443. Students develop skills in field-based management problem solving, project management, and requirements analysis under conditions of uncertainty in a collaborative interdisciplinary team environment. (Formerly 6500:471)

HRM:478 Human Resource Simulation (1 Credit)
Prerequisite: HRM 341. Simulation of human resource practices through computerized or experiential exercises. (Formerly 6500:478)

HRM:487 Internship in Human Resources (3 Credits)
Prerequisite: Permission of department chair or designated faculty member. On the job experiences with public or private sector organizations. (Formerly 6500:487)