

Human Resource Management (HRMN)

COURSES

HRMN 3320. HUMAN RESOURCE MANAGEMENT. 3 Hours.

This course is a survey of the human resource management function in organizations. Topics include HR planning, job design, recruitment, selection, training, compensation, performance appraisal, and employee relations. The course focuses on how these practices can be crafted to help support business strategy and develop competitive advantage. Prerequisite: 60 credit hours.

HRMN 4320. EMPLOYMENT LAW. 3 Hours.

An introduction to employment law and labor relations for managers and human resource professionals. Topics include: the nature of the employment relationship, fair labor standards, workplace health and safety, collective bargaining, equal employment opportunity and unlawful discrimination, sexual harassment, and workplace privacy. Prerequisite: 60 credit hours.

HRMN 4328. HUMAN RESOURCE STAFFING AND PERFORMANCE MANAGEMENT. 3 Hours.

Covers the areas of employee selection and performance management systems. Topics include: recruitment strategies, methods of selection, development and validation of selection and employee appraisal instruments, and implementation of performance management processes. Prerequisite: MANA 3318 and MANA 3320.

HRMN 4342. COMPENSATION AND BENEFITS MANAGEMENT. 3 Hours.

This course is an introduction to compensation and benefits administration. Attention will be given to the means by which compensation equity is achieved in organizations. Topics covered include job analysis and design, job evaluation, development, the use of wage and salary surveys, and benefit policies and practices. The benefits part of the course will include a discussion of public and private benefit programs and pension plans. Prerequisite: MANA 3318 and MANA 3320.

HRMN 4343. TRAINING AND DEVELOPMENT. 3 Hours.

This course provides students with a practical approach to training and development in contemporary business environments. Components of training design, including needs assessment, objectives, and evaluation and control of the training and development functions. Prerequisite: MANA 3318 or MANA 3319.