

HUMAN RESOURCE MANAGEMENT (HRM) CPSO

Course numbers with the # symbol included (e.g. #400) have not been taught in the last 3 years.

HRM 420 - Human Resource Management

Credits: 4

This course focuses on how human resource managers build effective networks and coalitions with others to accomplish tasks and stimulate motivation, cooperation, and satisfaction among work groups. It develops an understanding of the role and functions of human resource practitioners in a variety of organizational settings. Students build a knowledge base and identify the skills needed in the primary areas of human resources administration, which may include areas such as interviewing and selection, employee benefits and total compensation, performance assessment, professional development, workplace safety and wellness, employee relations, collective bargaining, workplace diversity, human resource information systems, rewards and recognition, performance coaching and corrective action, compliance and employment law, and organizational development.

Equivalent(s): HRM 518G, MGMT 518G

Grade Mode: Letter Grading

HRM 470 - Human Resource Application in Today's Organizations

Credits: 4

Human resource is the application of the current external environment and internal corporate culture to employing, training, compensating, retaining, and developing policies relating to people within their organizations. This course focuses on various ways managers have a direct impact on the success of their organization by applying human resource methodologies. The content covers human resource functions such as recruitment and selection, compensation and benefits, performance management, workplace safety and wellness, employee relations, collective bargaining, workplace diversity, rewards and recognition, compliance and employment law, and change management. Throughout, there will be an emphasis on effective communication with employees and internal business partners with a goal of building impactful networks and coalitions.

Prerequisite(s): HRM 420 with a minimum grade of D- or HRM 518G with a minimum grade of D- or MGMT 518G with a minimum grade of D-.

Equivalent(s): HRM 605G

Grade Mode: Letter Grading

HRM 580 - Change Management

Credits: 4

This course explores the change process in organizations. The organizational structure is viewed as the context in which individual, interpersonal, group, organizational, and systemic change is examined. Characteristics of functional and dysfunctional systems are defined, and the change process is delineated. Models, skills, techniques, and strategies for positive change are examined.

Prerequisite(s): COM 460 with a minimum grade of D- or COMM 542G with a minimum grade of D- or MGMT 566 with a minimum grade of D- or MGMT 566G with a minimum grade of D- or MGMT 410 with a minimum grade of D- or MGMT 500G with a minimum grade of D-.

Equivalent(s): HRM 620G, MGMT 620G

Grade Mode: Letter Grading

HRM 635 - Managing Conflict

Credits: 4

This course teaches concepts and skills to manage conflict effectively between two people, within small groups, within organizations, and between organizations and systems. It is designed to help those who want to sharpen their ability to understand, manage, and create opportunity out of conflict. As a result of this course, one knows oneself and others better, enhances personal and interpersonal skills, and develops techniques to improve relations at work and at home. The class may include actual conflict situations through role playing, and practicing new communication skills to prepare managers in real-world situations.

Equivalent(s): HRM 621G, MGMT 621G

Grade Mode: Letter Grading

HRM 660 - Recruitment, Selection, and Employee Development

Credits: 4

HR professionals need to adapt to changing objectives and market conditions to recruit, select, and retain employees with the necessary skills to further organizational goals all while steering clear of legal and other risks. Attracting and retaining the right talent to the right position from the start is crucial for organizational success.

Attributes: Writing Intensive Course

Prerequisite(s): HRM 420 with a minimum grade of D- or HRM 518G with a minimum grade of D-.

Equivalent(s): HRM 610G

Grade Mode: Letter Grading

HRM 680 - Compensation and Performance Management

Credits: 4

Human capital is a strategic asset for organizations. To recruit and retain employees, human resource leaders create compensation packages and develop performance evaluation plans to strengthen the organization. The course may cover topics such as job evaluation, employee benefits programs, performance evaluations, wage and salary administration, pay level decisions, and financial incentives.

Prerequisite(s): HRM 420 with a minimum grade of D- or HRM 518G with a minimum grade of D-.

Equivalent(s): HRM 615G

Grade Mode: Letter Grading

HRM 710 - Law and Ethics in Human Resource Management

Credits: 4

This course addresses the complexity of employment and labor law and workplace policies. It explores issues such as alcohol and drugs, sexual harassment, privacy rights, wrongful discharge, the Americans with Disabilities Act (ADA), negligent employment practices, and discrimination. Upon completion of this course, students will have the ability to demonstrate how human resource managers can apply this knowledge to protect and add value to their organizations.

Prerequisite(s): HRM 420 with a minimum grade of D- or HRM 518G with a minimum grade of D-.

Equivalent(s): HRM 607G, MGMT 607G

Grade Mode: Letter Grading

HRM 740 - Workplace Coaching

Credits: 4

This course engages students to learn and utilize core coaching concepts and methodologies to increase organizational and individual performance in the professional workplace. Differences between coaching and mentoring, coaching dynamics as a performance management tool, the eight steps to coaching for performance, and an array of coaching methodologies appropriate in diverse scenarios may be explored. Upon completion of this course students are expected to be able to apply coaching methodologies to common workplace scenarios. NOTE: This course is a business coaching course specific to Management and Human Resource Management majors.

Attributes: Writing Intensive Course

Prerequisite(s): MGMT 566 with a minimum grade of D- or MGMT 566G with a minimum grade of D-.

Equivalent(s): HRM 637G, MGMT 637G

Grade Mode: Letter Grading