

HUMAN RESOURCE MANAGEMENT

Program Overview

Human Resource Management professionals perform many vital business activities in organizations. As both private and public sector organizations have become more concerned about such issues as legal compliance and ensuring employee work behaviors are aligned with strategic objectives, the demand for well-trained HRM professionals has increased greatly.

Practitioners in HRM are involved in a variety of important, interesting, and challenging activities. They establish and implement policies that affect such organizational functions as recruitment, selection, training and development, performance management, compensation, and benefits.

Rider's program has been ranked among the top 20 Human Resource Management programs in the U.S.A. and placed as the #3 undergraduate Human Resource Management program in New Jersey by College Factual. The Society of Human Resource Management (SHRM) (<https://www.shrm.org/>) has acknowledged that our curriculum is fully aligned with SHRM's competency model for the Human Resources profession. This connection to the profession, coupled with Rider's engaged learning program (<https://www.rider.edu/engagedlearning/>), makes Rider a great place to pursue Human Resource Management.

Curriculum Overview

Courses in the program include Introduction to Human Resource Management, Introduction to Labor Relations, Employee Selection and Training, Employee Compensation Systems, Employee Engagement, Managing Workforce Diversity, Career Management, Team Management, Management Skills, and more.

Degree Offered

- B.S.B.A. in Human Resource Management

Contact

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Program Website: Human Resource Management (<https://www.rider.edu/academics/colleges-schools/college-business-administration/undergraduate-programs/human-resource-management/>)

Associated Department: Department of Management (<https://www.rider.edu/academics/colleges-schools/college-business-administration/undergraduate-programs/management-leadership/>)

Related Programs

- Business Administration (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/business-administration/>)
- Economics (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/economics/>)

- Entrepreneurial Studies (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/entrepreneurial-studies/>)
- Health Administration (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/health-administration-minor/>)
- Management and Leadership (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/management-leadership/>)

Human Resource Management Program Requirements

(24 credits)

Note: An average grade of 'C' or better is required in the 21 semester credit hours for the human resource management major. Majors are encouraged to take HRM 492 as a free elective.

Code	Title	Credits
Core Requirements		
See Business Core Requirements (http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/core-requirements/)		
Major Requirements		
Complete the following courses:		
MGT 310	Intro to Human Resource Mgmt	3
HRM 315	Employee Selection & Training	3
HRM 316	Employee Compensation Systems	3
MGT 375	International Management	3
Select three of the following courses; at least one must be an HRM course:		9
HRM 312	Intro to Labor Relations	
HRM 333	Employee Engagement	
HRM 441	Sel. Topics: Human Res Mgt	
MGT 320	Managing Workforce Diversity	
MGT 346	Negotiation	
MGT 355	Team Management ¹	
MGT 363	Management Skills ¹	
MGT 410	Ethical Management	
MGT 490	Independent Research and Study	
Total Credits		21

¹ Human Resource Management majors have the option of applying MGT 355 Team Management or MGT 363 Management Skills for their major requirement as well as for their Leadership elective requirement. If a student chooses to count MGT 355 or MGT 363 toward both the major requirement and the Leadership elective, the student must complete 3 additional credits of free electives for graduation.

HRM 312 Intro to Labor Relations 3 Credits

This course deals with the relationship of labor unions and management, the fundamentals of collective bargaining, and labor legislation. The structure and growth of unions as well as the relationships and problems that exist among private and public sector organizations, the labor force, and government are surveyed.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 313 Legal Aspects of Human Res Mgt 3 Credits

This course deals with the various laws that affect human resource management, including social insurance, legislation, minimum wage laws, OSHA, ERISA, as well as equal employment opportunity legislation. This course is concerned not only with the provisions of these laws, but also with their constitutionality, their effects, and how they are administered.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 315 Employee Selection & Training 3 Credits

This course explains the processes involved in selecting and training employees. With regards to selection, specific examples include, evaluating applicant credentials, administering pre-employment tests and complying with equal employment opportunity legislation. With regards to training, topics include assessing the need for training, designing effective training programs, utilizing methods such as technology to deliver training, and evaluating the effectiveness of training programs.

Prerequisite(s): MGT 310.

HRM 316 Employee Compensation Systems 3 Credits

The goal of this course is to familiarize you with the common methods of compensation used by today's organizations and how these methods could be used to increase motivation, job satisfaction, and performance in the workplace. To accomplish this, we will first discuss the bases of motivation in the workplace. Next, we will then talk about the various compensation options and techniques and the strengths and weaknesses of each in maximizing motivation and performance in an organization.

Prerequisite(s): MGT 310.

HRM 333 Employee Engagement 3 Credits

Employee Engagement is commonly described as a focused passion and enthusiasm that employees bring to their work that produces high-quality performance and positive organizational outcomes such as enhanced firm reputation, customer loyalty, and profitability. In this course, students will explore the concept and value of Employee Engagement, and strategies for energizing an organization's workforce. Projects and activities will focus on the role of the Human Resource function in measuring employee attitudes, designing relevant interventions, and influencing a culture of engagement.

Prerequisite(s): MGT 310.

HRM 441 Sel. Topics: Human Res Mgt 3 Credits

Deals with one area of study in the field of human resource management such as protective labor legislation, mediation and arbitration, the administration of labor unions, or case problems in human resource management. The topic varies each semester and is announced at the time of registration.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 490 Independent Research and Study 1-4 Credits

Topic to be approved in advance by supervising instructor, chairperson, and academic dean. Available for juniors and seniors. No more than 12 credits allowed toward graduation, and can be used as free elective or HRM major elective.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 491 Internship 1-4 Credits

Provides the student with the opportunity to supplement and apply human resource management coursework in a supervised employment setting with participating companies. Requirements include a journal with a log of daily activities and a paper summarizing work experiences. Students will receive a letter grade based upon their internship performance, as well as their performance on the journal and final paper submissions.

Prerequisite(s): Junior or Senior; Major in human resource management and MGT 310; Requires a 2.75 GPA overall and 3.0 GPA in the major and permission of the instructor.

HRM 492 Internship in Human Res Mgt 3 Credits

Provides the student with the opportunity to supplement and apply their human resource management classroom work in a supervised employment setting with participating companies. Requirements include a journal with a log of daily activities and a paper summarizing their experiences submitted to the internship supervisor. Students will receive a letter grade based upon their internship performance, as well as their performance on the journal and final paper submissions. 2.75 GPA overall and 3.0 GPA in the major is required.

Prerequisite(s): major in human resource management or management and leadership, and MGT 310; senior status; and permission of instructor.

MGT 201 Fund Management & Org Behavior 3 Credits

This course deals with the fundamentals of organizational behavior as they relate to management such as motivation, communications, and leadership. Behavior is examined at the individual, group, and organizational level. The management functions of planning, organizing, leading and controlling are addressed. The effects of global operations and the requirements of ethical behavior on managers are also explored.

Prerequisite(s): minimum 30 credits completed.

MGT 310 Intro to Human Resource Mgmt 3 Credits

This course deals with the nature of human resource management, its functions, procedures, and practices currently found in profit, non-profit and public sector organizations. Topics covered include recruiting and selection, training, human resource development, equal employment opportunity, performance appraisal, diversity, job analysis, compensation, and employee rights and discipline.

Prerequisite(s): MGT 201 or PSY 210.

MGT 320 Managing Workforce Diversity 3 Credits

Demographic shifts, changing patterns of labor force participation, global competition, and a growing cultural emphasis on the celebration of difference have all contributed to the creation of diversity as a hot topic in management. This course explores the opportunities and challenges of the increasingly diverse workforce emerging in the United States today. We will address the knowledge and skills managers must develop in working with others who are different from themselves. Some of these differences are obvious- gender, race, age, and physical characteristics. Other differences are not as easily observed - family structure, educational level, social class, and sexual orientation. This class incorporates experiential learning techniques for personal growth.

Prerequisite(s): MGT 201 or PSY 210.

MGT 329 Research Methods in Organizational Psychology 4 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

MGT 329L Research Methods: Org Psy Lab 0 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

MGT 336 Career Management 3 Credits

How careers are shaped by individual needs and experience and assisted by organization systems and practices is the focus of this course. The meaning of work and the development of careers are discussed, and students undertake self-assessment for the purpose of career planning. Careers are examined in the context of important changes occurring today in the world of work. The impact of the executive, organizational counselors and trainers, and the educational system upon the development of human potential is examined, along with the techniques for human resource planning and development.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 346 Negotiation 3 Credits

The purpose of this course is first, to explore the major concepts and theories behind effective negotiating practices and second, to develop negotiating skills applicable to a wide range of contexts. A knowledge of negotiation is a crucial requirement for anyone interested in a business career since it is a common mechanism for implementing change and for resolving conflict in the workplace. Topics will include two-party negotiations, power and politics, mediation, arbitration, and collective bargaining. A variety of teaching techniques will be used including readings, discussion, and role-playing.

Prerequisite(s): MGT 201 or permission of the instructor.

MGT 355 Team Management 3 Credits

This course prepares students to work in organizations that use teams as an integral part of their functioning—an increasingly common practice. The class involves intensive group interaction, focusing on individual growth in group settings. Working with other students in role-plays, exercises, and team assignments allows the student to develop better communication and leadership skills.

Prerequisite(s): MGT 201 or PSY 210.

MGT 363 Management Skills 3 Credits

The focus of this course is on specific skills necessary for success in a management role. These skills include leading, communicating effectively, delegating, conflict and time management and motivating others. Students will have opportunities to practice skills and to apply their knowledge to business cases.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 375 International Management 3 Credits

This course explores the ways in which culture impacts management practices and organizational behavior and dynamics. Topics include cross cultural communication, expatriate selection and training, leading and motivating cross cultural teams, developing organizational strategies to compete in a global market place, international business ethics, and current topics.

Prerequisite(s): MGT 201.

MGT 410 Ethical Management 3 Credits

Managers today face a broad range of ethically challenging situations. This course will help students to confront and analyze ethical dilemmas effectively in the workplace. Cases, simulations, hands-on content will engage students with the material, and will generate robust class discussion.

Prerequisite(s): Completion of MGT 201 and Leadership Requirement course.

MGT 421 Sel Topics:Mgt & Organztn Behv 3 Credits

The seminar focuses on an area of study announced at the time of registration (students should check the registration material). Examples of possible topics are: leadership, motivation, and organizational behavior research. Prerequisites vary according to the topic and are listed in the registration material.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 450 Advanced Leadership 3 Credits

Leadership is the ability to influence a group of people towards a goal. In this course, students will increase their own leadership capacities so that they can become effective leaders of organizations and teams. They will integrate what they have learned from their experience and other coursework with diverse reading and writing assignments and team projects as they explore complex leadership issues related to vision, communication, motivation, ethics, team dynamics, power, and change management.

Prerequisite(s): MGT 201; Leadership elective (LDP 200, LDP 220, LDP 398, MGT 355, MGT 363).

MGT 490 Independent Research and Study 1-4 Credits

Topic to be approved in advance by supervising instructor, chairperson, and academic dean. Available for juniors and seniors. No more than 12 credits allowed toward graduation, and can be used as free elective or MGT major elective.

Prerequisite(s): MGT 201 or permission of instructor.

MGT 491 Intern Management/Org Behavior 3 Credits

Provides the student with the opportunity to supplement and apply their management and leadership classroom work in a supervised employment setting with participating companies. Requirements include a journal with a log of daily activities and a paper summarizing their experiences submitted to the internship supervisor. Students will receive a letter grade based upon their internship performance, as well as their performance on the journal and final paper submissions.

Prerequisite(s): major in management and leadership or human resource management and MGT 363, or senior status; Requires a 2.75 GPA overall and 3.0 GPA in the major and permission of the instructor.