HUMAN RESOURCE MGT (HRM)

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.