

# HUMAN RESOURCE MANAGEMENT (HUMR)

---

**HUMR 298. SEMINAR. 1-5 Credits.**

**HUMR 299. DIR STUDY. 1-15 Credits.**

**HUMR 328. HUMAN RESOURCE MANAGEMENT. 4 Credits.**

**Pre-requisites:** junior standing.

Human resource management (HRM) is an ongoing process consisting of various critical functions including human resource planning, recruitment, selection, training and development, job analysis, performance appraisal, compensation and health and safety. These major HRM functions and their sequential interdependence are discussed and applied. Various external forces that constrain managerial decision-making are also considered including laws and regulations dealing with equal opportunity, workplace diversity and multiculturalism, especially as these impact human resource policies and practices.

**HUMR 395. INTERNSHIP. 1-10 Credits.**

**HUMR 399. DIR STUDY. 1-15 Credits.**

**HUMR 421. STAFFING AND RECRUITMENT. 4 Credits.**

**Pre-requisites:** HUMR 328.

This course focuses on theoretical concepts and models as well as practical tools and techniques that enable an organization to acquire, deploy, and retain talented employees that will enhance the competitive advantage of the company. Topics covered in this course include staffing models and strategy, planning, sourcing, job analysis, recruitment, selection, deployment, and retention as well as the laws, regulation, and other legal requirements governing the staffing decisions.

**HUMR 422. TRAINING AND DEVELOPMENT. 4 Credits.**

**Pre-requisites:** HUMR 328.

The course explores the theories of employee training and development management as well as the practical application of these theories in today's organizations. This course reviews the strategic context of training and development, covers the fundamentals of designing training programs and training methods, and explores the role of employee training and development in helping companies increase their social responsibility.

**HUMR 425. BUSINESS COMPUTER APPLICATIONS FOR HUMAN RESOURCE MANAGEMENT. 4 Credits.**

**Pre-requisites:** HUMR 427.

This course provides the opportunity to gain broadly applicable Microsoft Office application skills most frequently used in the human resources management profession. In addition, utilizing HR-specific applications (e.g., ADP), this course provides a practical learning experience of different aspects of HR operations.

**HUMR 426. EMPLOYMENT LAW AND LABOR RELATIONS. 4 Credits.**

**Pre-requisites:** HUMR 328.

This course examines employment law and the contemporary system of labor relations in the United States. It explores the history, regulation, and the structures of collective bargaining and focuses on contemporary issues in collective bargaining and labor relations.

**HUMR 427. COMPENSATION, BENEFITS AND PERFORMANCE MANAGEMENT. 4 Credits.**

**Pre-requisites:** HUMR 328.

Part I consists of an analysis of the theoretical concepts, practical techniques, and criteria commonly recognized in the development and control of various compensation models. Part II is the application (field study) of selected concepts, techniques, and criteria considered appropriate for the solutions to local work place compensation problems.

**HUMR 429. CURRENT ISSUES IN HUMAN RESOURCE MANAGEMENT. 4 Credits.**

**Pre-requisites:** HUMR 328.

Analyses of selected major problems confronted in human resource management.

**HUMR 495. PROFESSIONAL INTERNSHIP. 1-5 Credits.**

**Pre-requisites:** permission of the instructor, department chair and college dean.

**HUMR 498. SEMINAR. 1-5 Credits.**

**HUMR 499. DIRECTED STUDY. 1-5 Credits.**

**Pre-requisites:** permission of the instructor, department chair and college dean.