HRM - Human Resource Management

Courses numbered 500 to 799 = *undergraduate/graduate*. (Individual courses may be limited to undergraduate students only.) Courses numbered 800 to 999 = *graduate*.

HRM 665. Employment Law (3).
Legal issues involved in hiring and employment, including lawful hiring practices, discrimination and harassment law, performance reviews, termination, labor laws, labor relations and other legal issues. Prerequisite(s): junior standing.

HRM 666. Talent Acquisition (3).
Analysis of all phases of the selection process as implemented in private and public sector organizations. Includes an analysis of the impact of federal and state anti-discrimination legislation on selection practices as well as human resource planning, recruiting, job analysis, and selection techniques including testing and interviewing. Validation of selection techniques is covered. *Course includes diversity content*. Prerequisite(s): HRM 466, sophomore standing.

HRM 668. Performance Management and Incentives (3).
Approaches to compensation processes in organizations. Discusses job evaluation techniques, wage level and wage structure determination, individual performance analysis, individual wage rate decisions, incentive plans and benefits. Considers the legal constraints on compensation practices. Prerequisite(s): HRM 466, sophomore standing.

HRM 669. Learning in Organizations (3).
Analyzes the training and development function as applied in private and public sector organizations. Considers the role of training and development in today's business environment, needs assessment, learning objectives, learning theory, instructional methods and techniques, and evaluation of training effectiveness. *Course includes diversity content*. Prerequisite(s): HRM 466, sophomore standing.

HRM 690. Seminar in Selected Topics (1-5).
An umbrella course created to explore a variety of subtopics differentiated by letter (e.g., 690A, 690B). Not all subtopics are offered each semester – see the course schedule for availability. Students enroll in the lettered courses with specific topics in the titles rather than in this root course. Prerequisite(s): HRM 466 or instructor's consent, junior standing, advanced standing.

HRM 690I. Current Topics in Human Resource Management (3).
This class is devoted to current topics in managing people and contemporary challenges for human resource professionals. Some of the topics covered in the class include: recruitment and onboarding, HR information systems and automation of HR tasks, creating policies and procedures, creating better workplace experience, artificial intelligence in HRM, using big data in making HRM decisions, creating inclusive workplace, and international HRM. *Course includes diversity content*. Prerequisite(s): junior standing.

HRM 750. Workshop in Human Resources (1-4).
An umbrella course created to explore a variety of subtopics differentiated by letter (e.g., 750A, 750B). Not all subtopics are offered each semester – see the course schedule for availability. Students enroll in the lettered courses with specific topics in the titles rather than in this root course. Prerequisite(s): junior standing.

HRM 750C. Advanced Diversity Topics in HRM (3).
Organizations face the challenge of managing employees with diverse backgrounds and talents to provide products and services to diverse customers. Students learn how to effectively build diverse and inclusive companies, how to manage in multicultural work environments, and how to overcome barriers and biases that affect the productivity and well-being of people in organizations. *Course includes diversity content*. Prerequisite(s): junior standing.

HRM 803. Human Resource Analytics (3).
Introduces HR and workforce data management. Examines different types of workforce metrics managers can glean from the organization's performance management systems. Surveys different statistical techniques to analyze data and familiarizes students with common mistakes managers make regarding data analytics. Analyzes organizational datasets with commonly available statistical software to help with HR and workforce decision making. Uses commonly available data sources within organizations, different statistical techniques to analyze data, and common pitfalls.

HRM 866. Selection (3).
Focuses on the acquisition and deployment of human assets by organizations in the context of strategic human resource management. Surveys analytical methods to examine and forecast labor market trends to develop a legally compliant, staffing strategy. Topics include hiring, firing, promoting and outsourcing.

HRM 868. Rewards (3).
Examines the total rewards strategy and how to tailor individual and group compensation and benefits to maximize employee performance. Critically evaluates strengths and weaknesses of compensation and benefits in organizations using research evidence. Assesses best practices in implementing compensation and benefits changes to the organization.

HRM 869. Talent Development (3).
Assessing and developing the organization's human assets via training and development. Covers both micro issues and macro issues, including the learning organization.

HRM 885. Strategic Human Resource Management (3).
Introduces the strategic view of HR. Teaches students to adopt a systems perspective and attend to multiple stakeholders. Emphasizes the importance of understanding the many forces that shape a firm's approach to managing human resources and the positioning of the HR function as a strategic partner. Focuses on the intersection of HRM, business policy and competitive strategy.

HRM 890. Seminar Special Topics (1-3).
An umbrella course created to explore a variety of subtopics differentiated by letter (e.g., 890A, 890B). Not all subtopics are offered each semester – see the course schedule for availability. Students enroll in the lettered courses with specific topics in the titles rather than in this root course.

HRM 891. Directed Studies (1-5).
Arranged individual directed study in specialized content areas under the supervision of a faculty member. Prerequisite(s): departmental consent.