

# HUMAN RESOURCE MANAGEMENT (HRM)

Visit the [Course Schedule Search website](#) to find out when courses will be offered during the academic year.

*Read more about the courses within this subject prefix in the descriptions provided below.*

## **HRM 805 - Managing Human Resources in a Global Economy** **Credits: 3**

This course focuses on the strategic aspect of human resource management (HRM). The course provides an overview of the role of HRM in contributing to employee and organizational performance. Given that strategic HRM is more proactive and systemic in change initiatives, the course will examine the core aspects of HR and how HR strategies can impact organizational outcomes such as increased performance, enhanced customer and employee satisfaction, and enhanced shareholder value. The course will include theories and practices in many different areas of human resource management including talent management, organizational culture, employee engagement, performance management, work, and job design, training, compensation, HR metrics, and labor relations. The course examines the global environment and the impact on HR strategies.

**Grade Mode:** Letter Grading

## **HRM 810 - Business Acumen: Role of HR in Business** **Credits: 3**

This course focuses on the overview of the business and the role of the human resources function. The course addresses major business concepts, including finance, marketing, operations and management. When HR professionals develop a deep understanding of how a business operates and effectively communicate with leadership, they can make a substantial impact on organizational outcomes. This skill set enables them to contribute to strategies that enhance organizational outcomes and strengthen the organization's competitive edge. In this course, you will learn how to align HR practices with the organization's goals, values, and mission. By doing so, you'll gain the confidence to take proactive steps, drive meaningful change, and build trust with senior leadership, positioning yourself as a valuable strategic partner within the organization.

**Grade Mode:** Letter Grading

## **HRM 815 - Employment Law and Ethics** **Credits: 3**

This course emphasizes a global business perspective to familiarize students with legal, ethical, and cultural issues. It covers U.S. employment laws while also introducing students to fundamental legal frameworks operating within the global economy. The course aims to raise awareness of the influence of local cultural traditions on global business practices. Topics may include comparative corporate governance structures, bribery and corruption in international markets, human rights concerns, diverse legal compliance systems, corporate responses to global poverty, environmental responsibilities, and the challenges companies face when navigating conflicting ethical demands between their home country and the cultural norms of host countries.

**Prerequisite(s):** HRM 805 with a minimum grade of B-.

**Grade Mode:** Letter Grading

## **HRM 820 - Recruitment and Selection**

**Credits: 3**

In this course, students will design, build, implement, and evaluate the tools and practices needed to align strategic recruitment and selection practices with organizational outcomes. Emphasis includes methods to identify, attract, and compete for talent that align with organizational objectives and competitive goals. Key topics include strategic staffing, the legal context of staffing, job analysis, forecasting and planning, selection methods, and evaluation methods.

**Prerequisite(s):** HRM 805 with a minimum grade of B-.

**Grade Mode:** Letter Grading

## **HRM 821 - Strategic Rewards and Performance Management** **Credits: 3**

This course focuses on the role of strategic rewards in organizations and the strategies for developing and implementing effective performance management systems. Topics include elements of compensation models, legislation impacting compensation practices, equity and market factors, pay delivery systems, job analysis methods, job evaluation techniques, strategic planning, compensation and incentive plan design, pay-for-performance, market survey techniques, and the impact of compensation practices on productivity, morale and profits. In addition, the course will address strategies, practices, and ongoing issues in the management of employee performance, developing employee potential, supporting professional growth, and career development in organizations.

**Prerequisite(s):** HRM 805 with a minimum grade of B-.

**Grade Mode:** Letter Grading

## **HRM 822 - Talent Management and Development** **Credits: 3**

This course focuses on human resource practices that maintain an organization's competitive edge by increasing employee capability and performance. Processes include needs analysis, training design and delivery, coaching/mentoring, and other experiences that affect employee performance. Focus includes the role of human resource development as a business function, assessment techniques to identify large scale and individual training needs, successful transfer of training to the workplace, and evaluation techniques to measure organizational efficiency.

**Prerequisite(s):** HRM 805 with a minimum grade of B-.

**Grade Mode:** Letter Grading

## **HRM 830 - HR Technology and People Analytics** **Credits: 3**

This course focuses on the core concepts of HR metrics and methods essential for conducting HR analytics including identifying the types of problems HR analytics can solve, analyzing and interpreting HR data, assessing the validity of those analyses, and effectively communicating analytical and statistical results to influence decision-making. The primary emphasis is on practical application and solving real-world problems. The course will include integration of HR technology as ways to capture, analyze, and integrate data for decision-making.

**Prerequisite(s):** HRM 805 with a minimum grade of B-.

**Grade Mode:** Letter Grading

**HRM 850 - Integrative Capstone: HR Strategy**

**Credits:** 3

As a culminating experience of the HR Graduate Program, this course provides the student with an opportunity to develop a comprehensive human capital strategic plan within an organization to increase organizational performance, morale, and other defined organizational outcomes. Projects are expected to link HR strategies to organizational strategies, develop individual competence, and facilitate organizational leadership through HR practices. A comprehensive account of legal, ethical, and privacy implications is required.

**Prerequisite(s):** HRM 805 with a minimum grade of B-.

**Grade Mode:** Letter Grading