HRM—HUMAN RESOURCES MANAGEMENT

COLLEGE OF BUSINESS ADMINISTRATION

HRM U201 Organizational Behavior 4 SH
Provides an overview of the actions and behaviors of people in organizations. Uses case studies, videos, experiential exercises, lectures, and discussions to explore the effects of individual, interpersonal, group, organizational, and cross-cultural factors on human behavior. Topics include groups and teams, motivation, leadership, organizational change, organizational culture, structure, conflict resolution, and communication. Both the underlying theories and principles of these topics, as well as their practical applications and implications for organizations, are covered. Prereq. Completion of co-op experience.

HRM U209 Organizational Behavior 4 SH
Does not count as credit for business majors. Counts as HRM U201 for business minors only. Prereq. Sophomore standing or above.

HRM U301 Introduction to Human Resources Management 4 SH
Designed to help students understand the key areas of human resource management (HRM), comprising organizational policies and practices and such external factors as government legislation, unions, demographics, competition, and others that influence those practices and policies. Presents students with a general manager’s perspective on HRM that considers human resource management to be the responsibility of all managers, as well as of the organization’s HRM functional area. Topics include strategic HRM, employment laws and employee rights, recruitment, selection, training, development, performance measurement, rewards and compensation, benefits, employee communication, HR information systems, employee and labor relations, unions and collective bargaining, and international HRM. Discusses contemporary HRM issues including workforce diversity, organizational restructuring, globalization, executive compensation, affirmative action, and technology. Prereq. HRM U201.

HRM U401 Building Your Management Skills 4 SH
Focuses on skills important to managers by giving students the opportunity to conduct self-assessments, receive feedback, and develop other management skills. Emphasizes experiential exercises and ongoing practice to develop skills in becoming a better team member, presenting, writing, motivating, negotiating, and giving and receiving feedback. Prereq. HRM U201.

HRM U501 Competitive HRM Practices 4 SH
Focuses on the strategic role of human resource management; that is, HRM’s contribution to the business strategy. How do HRM principles, policies, and practices increase the competitiveness of organizations? Topics include designing reward systems to foster the behavior you need, building teams that produce great results, helping individuals and organizations learn, building competitive cultures, and understanding the role of HRM in successful organizational change. Prereq. HRM U301 or permission of instructor.

HRM U600 Management of Innovation 4 SH
Explores what the manager can do to foster innovation (the process of turning ideas into useful outputs) as well as control and direct it best to accomplish the company’s goals. Discusses the process of innovation, the role of the manager, and the selection of organization designs and systems as key components of innovation. Prereq. Honors program participation.

HRM U602 Leadership Seminar 4 SH
Explores the hallmarks of effective leadership in a wide variety of organizational settings, including not only the top echelon of leaders but also those lower in the hierarchy, who by developing an appropriate skill set can accrue personal power and influence those who outrank them. Designed to help students assess their own leadership style, thereby increasing the likelihood of career success. Prereq. HRM U201.

HRM U921 Directed Study 1 SH
HRM U922 Directed Study 2 SH
HRM U923 Directed Study 3 SH
HRM U924 Directed Study 4 SH
Allows students who have received approval to undertake independent study in lieu of any course required in the various concentrations. Students present proposals to an Independent Studies Committee for evaluation and approval. Every proposal requires a detailed outline of the objectives and plan of study and must be accompanied by a supporting statement from the supervising faculty member under whose direction the study takes place. A copy of the final report prepared by the student is presented to the appropriate Independent Studies Committee. Further information about the Independent Studies Program can be obtained from concentration coordinators. Prereq. Permission of instructor.