

Human Resource Mgt

HRM 310

Human Resource Management. 3.00 credits

This course will focus on legal, ethical, and political issues in HR management. Topics include: the policies and practices of recruitment, selection, training, development, and compensation of employees, the importance of recruiting and maintaining a diverse workforce, employee rights, and collective bargaining (Formerly: MGT 461). Prerequisite(s): ENG 101, ENG 102.

HRM 311

Managing People in a Global Economy 3.00 credits

This course will focus on the large scope and complexity of HRM (Human Resource Management) and IHRM (International Human Resources Management) by defining, exploring, and uncovering the differences between domestic and international HRM, and managing people in a global economy. Topics that will be discussed included: organizational context, the context of cross-border alliances and SMEs, staffing international operations for sustained global growth, recruiting and selecting staff for international assignments, international training and development, international compensation, re-entry and career issues, IHRM in the host-country context, international industrial relations, performance management, and IHRM trends. Prerequisite(s): ENG 101, ENG 102.

HRM 312

Employment Law:Facts & Fiction. . . . 3.00 credits

This course will focus on contemporary issues in U.S. Employment Law. Students will study and analyze major employment laws, regulations, and legal doctrine affecting the workplace, including: the non-contractual employment relationship, equal employment opportunity, discrimination, sexual harassment, wage and hour laws, Family and Medical Leave, OSHA safety and health regulations, employee privacy and surveillance protections, and employer termination and post-termination responsibilities. (Formerly Titled: Employment Law). Prerequisite(s): ENG 101, ENG 102.

HRM 495

Human Resources Major Capstone. . . 3.00 credits

In this capstone course, students demonstrate fulfillment of the various outcomes of their major courses. Each student will complete the capstone project to demonstrate that the student understands clearly his or her major, has mastered the content of the selected field(s) of study, and can synthesize and apply what he or she has learned. The proposed project may be a research paper OR a case study on a contemporary HR Management topic. Prerequisite(s): ENG 101, 102.