

# HUMAN RESOURCES MANAGEMENT (HRM)

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**HRM 313. Human Resources Management. (3 Units)**

Current theory and practice of the personnel function in organizations. Includes job analysis, recruiting, selection, training and development, compensation, performance evaluation and contemporary quality of work life issues and job redesign; uses case analysis, lecture and role-playing.

**HRM 316. Labor & Industrial Relations. (3 Units)**

The Labor/Management process in private sector organizations; development of employee organizations; collective bargaining; contract administration; labor law, labor economics; role of the NLRB and the FMCS; case analysis and role-playing.

**HRM 318. Training and Development. (3 Units)**

Practical skills needed to design and facilitate effective training programs in organizations. This highly interactive course focuses on strategies for assessing, designing, and implementing training and development efforts that positively impact the performance of the individual and the work group.

**HRM 321. Compensation and Benefits. (3 Units)**

Prerequisite: MGT 310. Focuses on best practices in compensation, particularly how to design effective compensation systems. Topics will include legal aspects of compensation and design of base pay systems, incentive plans, and benefit packages.

**HRM 425. Seminar in Strategic HRM. (3 Units)**

Prerequisite: MGT 310, HRM 313 and HRM 321 (or concurrent enrollment). Integrates human resource management functions from the strategic perspective, dealing with environments, Human Resources Management (HRM) strategies, HR planning, legal issues, and labor relations in combination with basic HRM functions. Focuses on both theoretical and practical aspects.

**HRM 520. Essentials of HRM. (3 Units)**

Prerequisites: MGT 500 or concurrent enrollment. Focuses on best practices in essential areas of human resource management: job analysis, recruiting, selection, training and development. Students learn how to develop effective HR selection practices, as well as training programs and career paths that motivate employees.

**HRM 521. Compensation and Benefits. (3 Units)**

Prerequisites: HRM 520 and MGT 500. Focuses on best practices in compensation. Students will learn how to design effective compensation plans and policies, as well as laws regarding pay and benefits.

**HRM 525. Strategic HRM. (3 Units)**

Prerequisites: HRM 520 and HRM 521 (HRM 521 may be taken concurrently). Focuses on strategic aspects of human resource management, including strategic perspectives on human resources, labor relations, legal issues and global human resource management. Uses both a theoretical approach and real work-setting case application.