HRM: HUMAN RESOURCE MANAGEMENT

Courses

HRM 599. Human Resource Management Transfer Credits (Graduate). 3-9 Credits.
Transfer Credits
Repeatable for credit.

HRM 601. Components of Effective Leadership. 3 Credits.
An introductory course that examines management theory and its relationship to human resource functions. Traces the development of management and organization principles and theories, with an emphasis on applying them to human resource issues. Topics covered include leadership and motivation, attitudes, selection, performance appraisal, and individual and group decision-making.
HRM 601 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 602. Employment Law & Labor Relations. 3 Credits.
This course provides an overview of major employment laws and emphasizes the relationship between employees and management in both nonunionized and unionized environments. Topics include policy formulation, employee rights, compliant systems, labor contracts, unions and the legal aspects of collective bargaining. This class is delivered in an online format, and includes video lectures, readings and discussion boards.
HRM 602 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 603. Strategic Talent Management. 3 Credits.
Examines all aspects talent acquisition and management in organizations, including workforce planning, staffing, training, career development and performance management. The importance of building an ethical culture that enhances employee engagement and organizational effectiveness is emphasized.
HRM 603 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 604. Compensation Analysis. 3 Credits.
Examines the development and implementation of strategic rewards systems in organizations. Topics covered include compensation philosophies; economic and social factors affecting compensations plans; and specific types of financial and non-financial compensation and benefits programs.
HRM 604 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 605. HR Information Systems and Analytics. 3 Credits.
Introduces students to research theory, research design, quantitative methodologies and technology to analyze and interpret data that supports effective organizational decision-making. Topics include: HRIS; data analysis techniques such as HR benchmarking, trend and ratio analysis and balanced scorecards; data mining; and risk management.
HRM 605 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 606. Ethics, Social Responsibility & Sustainability in HRM. 3 Credits.
Introduces students to management theories and practical tools related to ethical decision-making in organizations. Challenges students to consider the ethical dimension of human resource management, including the obligations of organizations to their stakeholders and current issues related to fair, ethical and humane treatment of employees.
HRM 606 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 607. Managing Diverse and Globalized Workforces. 3 Credits.
Examines dimensions of diversity and inclusivity in domestic and international organizations and the development and implementation of related HRM policies and practices. Topics include the regulatory environment and legal considerations; managing in cross-cultural environments; managing diverse team; and international assignment management.
HRM 607 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 608. Issue of Employee Health in the Workplace. 3 Credits.
This course examines the challenges facing employers dealing with issues of employee health in the workplace. Topics include: mandates under the Americans with Disabilities Act; the Family and Medical Leave Act; the Genetic Information Non-Discrimination Act; the Affordable Care Act; Workers' Compensation laws; short and long-term disability; wellness programs; medical examinations and drug testing. This class is delivered in an online format, and includes video lectures, readings and discussion boards.
Distance education offering may be available.

HRM 609. Training and Organizational Development. 3 Credits.
Examines how the training and development function fits into both the overall mandate of human resources management and the larger organizational context. Participants should gain knowledge and skills to assess training needs, design and administer training and development programs, and evaluate the effectiveness of such programs.
HRM 609 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 610. Workplace Negotiations. 3 Credits.
Negotiation is the art and science of securing agreements and resolving disputes between two or more interdependent parties. As a human resource professional, one not only needs analytical skills to discover optimal solutions to problems (the science), but also good negotiation skills to get these solutions accepted and implemented (the art). The purpose of this course is to help students develop expertise in managing negotiations that occur in a variety of workplace settings.
HRM 610 Prerequisite: Student must major in Human Resource Management.
Distance education offering may be available.

HRM 611. HRM Internal Business Consulting. 3 Credits.
The HR internal business consultant is responsible for performing advanced, specialized and administrative duties in a designated human resource program or area. Students will analyze and make recommendations on an HR issue, develop and manage relationships, communicate effectively to different stakeholders, and facilitate discussions.
HRM 611 Prerequisite: Successful completion of HRM 601 and advanced permission from an external supervisor and faculty member.
Distance education offering may be available.

HRM 612. AI in Human Resources: Strategic Applications for HR Generalists. 3 Credits.
This graduate course provides HR generalists with practical knowledge and strategic frameworks for understanding, evaluating, and implementing artificial intelligence tools across core HR functions. Designed for working professionals, this emphasizes real-world applications, ethical considerations, and data-driven decision-making. Students will develop competencies to assess AI solutions, manage organizational change, and leverage AI to enhance HR effectiveness while maintaining human-centered practices.
HRM 612 Prerequisite: Successful completion of HRM 601 or two years in the HR field.
Distance education offering may be available.

HRM 620. Current Topics in Human Resource Management. 3 Credits.
This course deals with current concepts in human resource management not covered by existing HRM courses. The course content is determined at the beginning of each semester.
Distance education offering may be available.
Repeatable for credit.

HRM 690. Internship in Human Resource Management. 3 Credits.
The MS in HRM internship is an intensive field placement in a private, government or nonprofit organization through faculty guidance and supervision. All students with less than one year of appropriate work experience in the field of HR are required to complete the internship. The goal of the internship is to provide those students without an appropriate professional background the chance to experience the challenges and opportunities of working in the field.

HRM 699. Capstone Seminar - Strategic HRM Challenges. 3 Credits.
Students complete a directed research project in which they integrate knowledge from the across the curriculum and use it to demonstrate mastery of required competencies. Gives students the opportunity to demonstrate their ability to analyze, synthesize, think critically, and solve the problems while linking HR strategy to organizational strategy
Distance education offering may be available.