Graduate Human Resource Management Courses

HRMT 5086. Problems. 1-3 Credit Hours (Lecture: 1-3 Hours, Lab: 0 Hours).
This course offers students the opportunity to study human resource management topics and perform research within the student's area of interest as directed by the responsible professor. Prerequisite: approval of the department head.

HRMT 5090. Select Topics in Human Resource Management. 1-3 Credit Hours (Lecture: 1-3 Hours, Lab: 0 Hours).
An examination of current topics in human resource management. Readings required from current HRM publications and other related periodicals. May be repeated for credit when topics vary.

HRMT 5301. Law & Regulation in Human Resources. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Examines legal issues and regulatory processes related to employment relationships, equal employment opportunity, privacy, employment testing and staffing, copyrights and patents, compensation and benefits, employee/labor relations, and occupational health and safety.

HRMT 5302. Human Resource Management. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Presents the fundamental principles and techniques of global personnel management and examines the management of human resources from the point of view of the personnel officer, the operational manager and the employee. Examines the responsibilities of organizational leadership for incorporating human resource issues in strategic planning and initiatives. Emphasis is placed on current legal considerations, issues and research.

HRMT 5303. Training & Development. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Focuses on elements of employee training and development within organizations and the management of the human resource development process. Examines management issues, identifying and responding to training needs, cost/benefit analysis, four-phase training evaluation, and the selection and development of training staff. Overall Course Objective As a result of this course, students will be able to successfully plan, design, and develop a business training program that effectively addresses a business problem.

HRMT 5314. Workforce Planning & Talent Management. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Focuses on the legal, ethical and organizational considerations related to recruitment, assessment, selection, placement and appraisal of employees and managers within various types of organizations. Career development and record-keeping will also be addressed as will utilization of human resources within organizations including the use of pre and post-employment tests and other techniques in human resource management.

HRMT 5316. Compensation Management. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Analyzes the theories, concepts, operational practices and research related to managing comprehensive compensation programs. Various types of compensation plans, including job evaluation levels and wage structures are investigated. Emphasis is placed on the development of sound compensation programs which consider current trends, legal implications and social requirements. Quantitative applications are required to analyze various case studies and problems.

HRMT 5324. Employee & Labor Relations. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Exploration of the labor union movement and the process of collective bargaining, the formation of a union, labor agreement negotiation, labor agreement administration, grievance processes, and arbitration and mediation. Labor law and legal issues in labor relations are explored extensively to include the National Labor Relations Act and the functions of the NLRB. Negotiation skills are developed via mock labor contract negotiations. Prerequisite: Admission to the COBA Graduate Program.

HRMT 5340. Effective Employee Relations. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
This course presents legal and practical methods for handling employee relations issues. Special emphasis is given to handling employee complaints, resolving employee conflicts, assessing and conducting internal investigations, discipline and sanctions, coaching managers with employee issues, performance management, voluntary separation and job terminations that are on-the-job behavior-related. This course integrates the many aspects between human resource management, organizational development, and human relations.

HRMT 5343. Conflict Resolution Practices. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
This course provides students the opportunity to develop skills at managing conflict using various formal and informal conflict resolution processes including negotiation, mediation, arbitration, facilitation, shuttle facilitation, and restorative conferences. Role plays, discussions, and case studies in a variety of contexts will provide students the opportunity to practice skills necessary to effectively approach and resolve conflict in the workplace. Prerequisite: HRMT 5340.

HRMT 5355. Internship in Human Resource Management. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Provides work experience in the human resource field under the supervision of a faculty-approved management sponsor. Emphasis is placed on the application of human resource management skills to real world, practical problems and situations. A minimum of 20 work hours per week is expected, with a total of 200-300 on-the-job hours required during the semester. Prerequisite: Completion of 12 graduate semester hours in Human Resource Management, preregistration coordination and approval of the course instructor. Field experiences fee $50.

HRMT 5380. Strategic Human Resources. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Coverage of the special Human Resource issues related to strategy formulation, competitive advantage, and the linkage between HR strategy and the mission, vision, and goals of corporations that lead to organizational effectiveness. An integrated view of the HR disciplines addressed in the MS HRM core curriculum and the interplay among the various disciplines. Course should be taken in the last semester of the student’s program. This is the capstone course for the MS HRM degree program. Prerequisite: MS HRM student in last semester or instructor approval required.

HRMT 5388. Thesis. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Scheduled when the student is ready to begin the thesis. No credit until the thesis is completed. Prerequisite: Approved research methodology course and approval of instructor of record.

HRMT 5389. Global Human Resource Management Practices. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
A study of basic international business concepts, cultural literacy, and discipline specific content are applied to practical experiences and activities in the foreign country visited. Graduate students will be required to complete an extensive research project in addition to other course requirements. A study abroad at the student's expense is required. Prerequisites: Admission into a COB graduate program and permission of the instructor.

HRMT 5391. Human Resource Seminar. 3 Credit Hours (Lecture: 3 Hours, Lab: 0 Hours).
Selected topics of current importance to human resource management. May be repeated for credit when topics vary.