Human Resource Management

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The Human Resource Management (HRM) major prepares students for careers in human resource (HR) management and general management. Increasingly, organizations are hiring well-trained professionals to recruit, develop, manage, and retain their most valuable business asset - human capital. The Human Resource Management department prepares students with the knowledge and skills needed for the strategic and interpersonal management of company employees.

Typical first jobs for Human Resource Management majors include corporate recruiter, employee relations specialist, compensation analyst, corporate trainer, HR generalist, and management trainee. Typical jobs held five-ten years out include HR director, staffing manager, compensation manager, training manager, and employee relations director.

Human Resource Management majors are expected to become involved in the Society for Human Resource Management (SHRM). Guest speakers, networking events, internships and co-ops, and other career development activities and are just a few benefits of joining. There are two student SHRM chapters, one at Main Campus and the other at Ambler. The Main Campus chapter office is located in Alter Hall 333C. For more information, contact Andrea Brooks-Lopez at 215-204-4226, ablopez@temple.edu or the SHRM office at 215-204-1626. For Ambler, contact Ken Riemer at riemertr@aol.com or the SHRM Main office.

In addition to SHRM, the HRM Department also invites all majors to join our student chapter of Net Impact or Student Professional Sales Organizations (PSO). For information on Net Impact go to their web site (http://www.foxnetimpact.org/) or contact faculty advisor Lynne Andersson at 215-204-5088, landerss@temple.edu. For more information on PSO, go to their web site (www.temple-ps.org (http://www.temple-ps.org)) or contact faculty advisor Tony Petrucci at 215-204-8138, petrucci@temple.edu.

Accelerated 3 Year BBA

Motivated students can accelerate their BBA program to finish in 3 years. Please see the suggested sequence (http://www.fox.temple.edu/cms_academics/dept/human-resource-management-welcome/undergraduate).

Minors & Certificates

Legal Studies Minor for Human Resource Managers

Human Resource Management majors only

The legal aspects of managing people at all levels of business and nonprofit organizations come into play in a wide variety of human resources policies and decisions as well as the ramifications of decisions about the business itself. Compliance with local, state and federal laws and regulations also creates the need for HR practitioners to consider the legal ramifications of hiring, training, coaching, disciplining and terminating individual employees. Larger organizational issues such as layoffs, restructuring, outsourcing, benefits and retirement programs and decisions must also be made in compliance with the law.

Requirements for this minor must be completed prior to graduation. Courses cannot be used to meet minor requirements if already used to meet the requirements for a major or a different minor.

Human Resource Minor for Legal Studies

Legal Studies majors only.

Law permeates most aspects of our business lives and few decisions lack legal repercussions. In a business setting, the law regulates such things as who businesses can hire and fire, the liability for people injured on a business premises and labor/management relations. On the other hand, organizations are hiring non-lawyer professionals to manage the most important asset of business, its human talent. Those employees are usually trained in human resource management. In practice, lawyers and human resource managers work hand in hand to deal with employee problems and statutory regulations dealing with compliance issues. A major in law with a minor in human resource management is a natural fit. Students will learn
the legal repercussions of a business decision while also being exposed to the management and human side of that decision with practical exposure to those issues.

Requirements (http://bulletin.temple.edu/archives/2014-2015/undergraduate/fox-business-management/business-minors-certificates/human-resource-legal-studies-minor) for this minor must be completed prior to graduation. Courses cannot be used to meet minor requirements if already used to meet the requirements for a major or a different minor.

Certificate in Leadership

The Fox Certificate in Leadership responds to workplace demands for effective leadership development. Corporate executives and numerous studies for years indicate the need for business school graduates to move beyond their technical competence as they step into leadership roles. In today's environment, a leadership mind-set with enhanced skills in organizational communication, conflict management, and team building gives individuals and organizations a competitive advantage. Expertise and perspective developed through the Leadership Certificate courses enable graduates to think and act in ways that reflect sophisticated competencies (from interpersonal to technical) and that benefit the interests of multiple organizational stakeholders.

Requirements (http://bulletin.temple.edu/archives/2014-2015/undergraduate/fox-business-management/business-minors-certificates/leadership-certificate) for this certificate must be completed prior to graduation. Courses cannot be used to meet certificate requirements if already used to meet the requirements for a major or a different minor or certificate.

RMI & HRM Focus

The Risk Management and Insurance (RMI) Department and Human Resource Management (HRM) Department offer several complimentary courses for students interested in a career in employee benefits and/or human resource management. These courses allow students to broaden their career options by taking advantage of the cross-training offered by these departments.

- HRM major with a RMI focus: Students take RMI 3501 and RMI 3503
- RMI major with a HRM focus: Students take HRM 2501 and HRM 3511
- Dual HRM/RMI major. Students fulfill all requirements for both majors.

Summary of Requirements

University Requirements

All new students are required to complete the university’s General Education (GenEd (http://bulletin.temple.edu/archives/2014-2015/undergraduate/general-education) ) curriculum.

Note that students not continuously enrolled who have not been approved for a Leave of Absence or study elsewhere must follow University requirements current at the time of re-enrollment.

College Requirements

Students must meet College Graduation Requirements (http://bulletin.temple.edu/archives/2014-2015/undergraduate/fox-business-management/#requirementstext) , including the requirements of the major listed below. Human Resource Management students must attain a 2.0 GPA in the major and a 2.0 cumulative GPA in order to graduate. To calculate the GPA in the major, use the major GPA calculator (http://www.fox.temple.edu/cms_academics/dept/advising/students/gpa-calculator).

Major Requirements

Students must follow the Major Requirements and College Requirements current at the time of declaration. Students not continuously enrolled who have not been approved for a Leave of Absence or study elsewhere must follow University, College, and Major requirements current at the time of re-enrollment.

Requirements of the Human Resource Management Major

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM 2501</td>
<td>Introduction to Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM 3511</td>
<td>Compensation Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM 3512</td>
<td>Human Resource Management and Public Policy</td>
<td>3</td>
</tr>
<tr>
<td>HRM 4596</td>
<td>Organizational Staffing and Career Management</td>
<td>3</td>
</tr>
</tbody>
</table>

Select two of the following: 6

- HRM 3501  Power, Influence and Negotiation
- HRM 3502  Leading People at Work
- HRM 3503  Communicating in Organizations
- HRM 3504  Leadership in the 21st Century
or HRM 3505  | Sustainable Organizational Leadership
HRM 3506  | HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance
HRM 3513  | Labor Relations: Strategy and Practice
HRM 3531  | HR on the Ground
or HRM 3581  | Co-op Experience in Human Resource Management
HRM 3565  | International Human Resource Management
HRM 3580  | Special Topics - Human Resource Management (topics may change)

Total Credit Hours 18

1. This major capstone is typically taken in the final semester, and all prerequisites (HRM 2501, HRM 3511, & HRM 3512) must be met.
2. These courses make up the Fox Leadership Certificate which will appear on your official transcript similar to a Minor. However, they cannot be double counted for HRM major requirements if applied toward the Leadership Certificate.
3. This course may be offered multiple semesters with different topics. It can be applied once toward the major. It can be used as a free elective if completed with a different topic.

Suggested Academic Plan

Bachelor of Business Administration in Human Resource Management

Requirements for New Students starting in the 2014-2015 Academic Year

Please note that this plan is suggested only, ensuring prerequisites are met.

<table>
<thead>
<tr>
<th>Year 1</th>
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<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td>Fall</td>
<td>Credit Hours</td>
</tr>
<tr>
<td>STAT 1001</td>
<td>Quantitative Methods for Business I</td>
</tr>
<tr>
<td>ECON 1101</td>
<td>Macroeconomic Principles</td>
</tr>
<tr>
<td>HRM 1101</td>
<td>Leadership and Organizational Management</td>
</tr>
<tr>
<td>ENG 0802, 0812, or 0902</td>
<td>Analytical Reading and Writing [GW]</td>
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<td>GenEd Breadth Course</td>
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<td><strong>Term Credit Hours</strong></td>
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<tr>
<td>Spring</td>
<td></td>
</tr>
<tr>
<td>STAT 1102</td>
<td>Quantitative Methods for Business II</td>
</tr>
<tr>
<td>ECON 1102</td>
<td>Microeconomic Principles</td>
</tr>
<tr>
<td>LGLS 1101</td>
<td>Legal Environment of Business</td>
</tr>
<tr>
<td>IH 0851 or 0951</td>
<td>Mosaic: Humanities Seminar I [GY]</td>
</tr>
<tr>
<td>GenEd Breadth Course</td>
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<tr>
<td><strong>Term Credit Hours</strong></td>
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<table>
<thead>
<tr>
<th>Year 2</th>
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<tbody>
<tr>
<td></td>
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<tr>
<td>Fall</td>
<td></td>
</tr>
<tr>
<td>STAT 2103</td>
<td>Statistical Business Analytics (waives GenEd Quantitative Literacy requirement)</td>
</tr>
<tr>
<td>ACCT 2101</td>
<td>Financial Accounting</td>
</tr>
<tr>
<td>MIS 2101</td>
<td>Information Systems in Organizations</td>
</tr>
<tr>
<td>BA 2104</td>
<td>Excel for Business Applications</td>
</tr>
<tr>
<td>IH 0852 or 0952</td>
<td>Mosaic: Humanities Seminar II [GZ]</td>
</tr>
<tr>
<td>GenEd Breadth Course</td>
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<tr>
<td><strong>Term Credit Hours</strong></td>
<td><strong>17</strong></td>
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<tr>
<td></td>
<td></td>
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<tr>
<td>Spring</td>
<td></td>
</tr>
<tr>
<td>ACCT 2102</td>
<td>Managerial Accounting</td>
</tr>
<tr>
<td>BA 2101</td>
<td>Professional Development Strategies</td>
</tr>
<tr>
<td>BA 2196</td>
<td>Business Communications [WI]</td>
</tr>
<tr>
<td>MKTG 2101</td>
<td>Marketing Management</td>
</tr>
<tr>
<td>RMI 2101</td>
<td>Introduction to Risk Management</td>
</tr>
<tr>
<td>HRM 2501</td>
<td>Introduction to Human Resource Management</td>
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<td><strong>Term Credit Hours</strong></td>
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### Fall
<table>
<thead>
<tr>
<th>Course</th>
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<th>Credits</th>
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<tbody>
<tr>
<td>FIN 3101</td>
<td>Financial Management</td>
<td>3</td>
</tr>
<tr>
<td>MSOM 3101</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>BA 3102</td>
<td>Business Society and Ethics</td>
<td>3</td>
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<tr>
<td>Select one of the following:</td>
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</tr>
<tr>
<td>HRM 3511</td>
<td>Compensation Management</td>
<td></td>
</tr>
<tr>
<td>HRM 3512</td>
<td>Human Resource Management and Public Policy</td>
<td></td>
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<tr>
<td>Select one of the following:</td>
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<tr>
<td>HRM 3501</td>
<td>Power, Influence and Negotiation</td>
<td></td>
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<tr>
<td>HRM 3502</td>
<td>Leading People at Work</td>
<td></td>
</tr>
<tr>
<td>HRM 3503</td>
<td>Communicating in Organizations</td>
<td></td>
</tr>
<tr>
<td>HRM 3504 or 3505</td>
<td>Leadership in the 21st Century (or Sustainable Organizational Leadership)</td>
<td></td>
</tr>
<tr>
<td>HRM 3506</td>
<td>HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance</td>
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</tr>
<tr>
<td>HRM 3513</td>
<td>Labor Relations: Strategy and Practice</td>
<td></td>
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<tr>
<td>HRM 3531 or 3581</td>
<td>HR on the Ground (or Co-op Experience in Human Resource Management)</td>
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<tr>
<td>HRM 3565</td>
<td>International Human Resource Management</td>
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<tr>
<td>HRM 3580</td>
<td>Special Topics - Human Resource Management</td>
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<td><strong>Term Credit Hours</strong></td>
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### Spring
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<thead>
<tr>
<th>Course</th>
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<th>Credits</th>
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<tbody>
<tr>
<td>BA 3103</td>
<td>Integrative Business Applications</td>
<td>3</td>
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<tr>
<td>IB 3101</td>
<td>Fundamentals of International Business</td>
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<tr>
<td>GenEd Breadth Course</td>
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<tr>
<td>GenEd Breadth Course</td>
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<tr>
<td>Select one of the following:</td>
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<tr>
<td>HRM 3511</td>
<td>Compensation Management</td>
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<td><strong>Term Credit Hours</strong></td>
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## Year 4
### Fall
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<th>Course</th>
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<tr>
<td>BA 4101</td>
<td>Global Business Policies</td>
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<tr>
<td>Select one of the following:</td>
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<tr>
<td>HRM 3501</td>
<td>Power, Influence and Negotiation</td>
<td></td>
</tr>
<tr>
<td>HRM 3502</td>
<td>Leading People at Work</td>
<td></td>
</tr>
<tr>
<td>HRM 3503</td>
<td>Communicating in Organizations</td>
<td></td>
</tr>
<tr>
<td>HRM 3504 or 3505</td>
<td>Leadership in the 21st Century (or Sustainable Organizational Leadership)</td>
<td></td>
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<tr>
<td>HRM 3506</td>
<td>HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance</td>
<td></td>
</tr>
<tr>
<td>HRM 3513</td>
<td>Labor Relations: Strategy and Practice</td>
<td></td>
</tr>
<tr>
<td>HRM 3581 or 3531</td>
<td>Co-op Experience in Human Resource Management (or HR on the Ground)</td>
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<tr>
<td>HRM 3565</td>
<td>International Human Resource Management</td>
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<tr>
<td>HRM 3580</td>
<td>Special Topics - Human Resource Management</td>
<td></td>
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<tr>
<td>GenEd Breadth Course</td>
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<tr>
<td>Free Elective</td>
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### Spring
<table>
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<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>HRM 4596</td>
<td>Organizational Staffing and Career Management [WI]</td>
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<tr>
<td>GenEd Breadth Course</td>
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<tr>
<td>Free Elective</td>
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<tr>
<td>Free Elective</td>
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Courses

HRM 0838. Identity & Crisis. 3 Credit Hours.
As we go through life there will be natural changes that we must deal with. For college students this involves for many being on their own for the first time, picking a major, trying to figure out a work career, dealing with a roommate and other known challenges. There will also be unplanned changes or crises that each of us will face at different times over our lives, such as the sickness/death of loved ones, broken relationships, work problems, as well as our own mortality. One goal is to face each crisis in as healthy a way as possible, without physically or emotionally hurting others or ourselves. The recent Northern Illinois and Virginia Tech University tragedies are an extreme example of how someone can lash out violently. We also attack ourselves, if not physically then mentally. Often a crisis forces conflict and then leads to self-reflection, e.g., did I contribute to this crisis through how I handled conflict? The more prepared we are to deal with a crisis and conflict, the better we can come through it, helping ourselves and perhaps affected others too. Part of this preparation can involve examining our belief systems, including religious/spiritual, but also cognitive. How can we each live in the present & accept responsibility for our lives, yet not over worry about the future or have guilt/non-forgiveness about the past? NOTE: This course fulfills the Human Behavior (GB) requirement for students under GenEd and Individual & Society (IN) for students under Core.

Course Attributes: GB
Repeatability: This course may not be repeated for additional credits.

HRM 1101. Leadership and Organizational Management. 3 Credit Hours.
This course prepares students to address the challenges of leading high performing organizations. Students will examine the enablers of principled organizational leadership and performance. Course topics include leadership, change management, decision-making, culture, team building, organizational structure and control, communication, social responsibility and sustainability, motivation, human resource management, and globalization.

Repeatability: This course may not be repeated for additional credits.

HRM 1901. Honors Leadership and Organizational Management. 3 Credit Hours.
Open only to business designated Honors students or with special permission. This course prepares students to address the challenges of leading high performing organizations. Students will examine the enablers of principled organizational leadership and performance. Course topics include leadership, change management, decision-making, culture, team building, organizational structure and control, communication, social responsibility and sustainability, motivation, human resource management, and globalization.

Cohort Restrictions: Must be enrolled in one of the following Cohorts: SCHONORS, UHONORS, UHONORSTR
Course Attributes: HO
Repeatability: This course may not be repeated for additional credits.

HRM 2501. Introduction to Human Resource Management. 3 Credit Hours.
What role do human resources play in organizations? How can human resources strategically add value to organizations? In this course you will survey pertinent topics related to human resource management to better understand the essential function of HRM. For instance, you will learn processes and methods to recruit and select top talent and give your organization a competitive advantage; how to train employees, conduct performance appraisals, retain employees, and motivate employees with pay and benefits. HR processes and policies will be discussed with an appreciation for the legal environment dictating the practice of HRM.

Repeatability: This course may not be repeated for additional credits
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.
HRM 2511. Corporate Sustainability: People, Profits & Planet. 3 Credit Hours.
After completing this course, you should have a grasp of the nature and extent of the current global environmental crisis, an understanding of the concept of sustainability, an appreciation of how organizations can take action toward sustainability through the pursuit of the "triple bottom line," and a sense of how you can contribute to the emerging "green collar workforce." The course will feature short lectures, discussions, case analyses, team debates, guest experts, opinion papers and experiential exercises.
Repeatability: This course may not be repeated for additional credits.

HRM 3501. Power, Influence and Negotiation. 3 Credit Hours.
Examines how influence, power, and politics are related to effective negotiation and leadership; practical and ethical issues related to negotiating tactics and conflict management are addressed. Experiential and applied exercises facilitate learning effective supervisor and negotiator strategies.
Repeatability: This course may not be repeated for additional credits
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3502. Leading People at Work. 3 Credit Hours.
This course uses Emotional Intelligence (EI) as a foundation for exploring critical leadership and management skills needed in the work place. EI consists of self-awareness, self-management, relationship awareness and relationship management. Topics of study include: dealing with difficult people, time management, motivation, performance appraisal, and managing down and up the hierarchy.
Repeatability: This course may not be repeated for additional credits
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3503. Communicating in Organizations. 3 Credit Hours.
Explores interpersonal and managerial communication strategies in an organizational setting. Emphasis is on understanding communication practices and structures consistent with prominent approaches to management. Students also examine the conceptual underpinnings of effective communication, enhance their presentation and writing skills, and conduct a communication audit in a local business.
Repeatability: This course may not be repeated for additional credits
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3504. Leadership in the 21st Century. 3 Credit Hours.
This course helps guide students towards becoming effective and ethical leaders. Development will occur through self-assessments, experiential exercises, and critical examination of effective and ineffective approaches to leadership in the modern business environment and society at large. Major topics of study include: authentic leadership behavior, ethical leadership, abusive leadership, and cross-cultural considerations.
Repeatability: This course may not be repeated for additional credits
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.
HRM 3505. Sustainable Organizational Leadership. 3 Credit Hours.
This course will help students understand and appreciate the dynamics of sustainable organizational leadership that engages with the human, financial, social, and natural environments to promote collective and individual prosperity.


Repeatability: This course may not be repeated for additional credits

Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3506. HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance. 3 Credit Hours.
This course is primarily designed to prepare individuals desiring to work in a corporate human resource function, especially those individuals responsible for recruiting, compensation, training and development, employee relations, HRIS (Human Resource Information Systems), or interaction with other corporate staff functions. It may also be of interest to students preparing for general management positions with responsibilities for managing human resources, and/or reliance on reporting metrics.

College Restrictions: Must be enrolled in one of the following Colleges: Business & Mgmt, Fox School

Repeatability: This course may not be repeated for additional credits

Pre-requisites:
HRM 2501|Minimum Grade of C-|May not be taken concurrently.

HRM 3511. Compensation Management. 3 Credit Hours.
An applied examination of financial reward systems in organizations in the context of relevant theoretical and legal perspectives. Topics include job evaluation, pay surveys, incentives, pay equity, benefits, and compensation strategy.

College Restrictions: Must be enrolled in one of the following Colleges: Business & Mgmt, Fox School

Repeatability: This course may not be repeated for additional credits

Pre-requisites:
HRM 2501|Minimum Grade of D-|May not be taken concurrently.

HRM 3512. Human Resource Management and Public Policy. 3 Credit Hours.
Investigates the nature and impact of government and other external forces on human resource management. Specifically addresses the development, intent, and implications of a range of employment laws and regulations which affect corporate human resource policy.

College Restrictions: Must be enrolled in one of the following Colleges: Business & Mgmt, Fox School

Repeatability: This course may not be repeated for additional credits

Pre-requisites:
HRM 2501|Minimum Grade of D-|May not be taken concurrently.

HRM 3513. Labor Relations: Strategy and Practice. 3 Credit Hours.
Examines the development and current operations of labor unions, the process and outcomes of collective bargaining and the impact of these institutions on management and society. Practical insights from National Labor Relations Board and grievance cases.

College Restrictions: Must be enrolled in one of the following Colleges: Business & Mgmt, Fox School

Repeatability: This course may not be repeated for additional credits

Pre-requisites:
HRM 2501|Minimum Grade of D-|May not be taken concurrently.

HRM 3531. HR on the Ground. 3 Credit Hours.
Explores how good HR practices influence an organization's success by working in teams on a real project at a real company. Topics covered include: consulting skills, communication, presentation skills, employee engagement, employee research techniques, leadership development, project management and more based on the consulting opportunity provided by the company. Part of the final grade comes from the company.


Repeatability: This course may not be repeated for additional credits.

HRM 3565. International Human Resource Management. 3 Credit Hours.
Focuses on the role of the manager in international organizations and creates awareness of differing legal environments and societal attitudes. Relates national differences to functional areas of human resource administration, including staffing, compensation, training, and labor relations.

College Restrictions: Must be enrolled in one of the following Colleges: Business & Mgmt, Fox School

Repeatability: This course may not be repeated for additional credits

Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.
HRM 3580. Special Topics - Human Resource Management. 3 Credit Hours.
Special topics in current developments in the field of human resource management.
Repeatability: This course may be repeated for additional credit.
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3581. Co-op Experience in Human Resource Management. 3 Credit Hours.
This is an academic course intended to give students experience applying HRM concepts in a real world work environment. In a typical assignment, students work under the mentorship of an HR professional on HRM related project(s). As part of the class, students complete an evidence-based management paper based on their work experience, complete an interview with their mentor, and participate in weekly discussion boards. Students who have identified their own internships and would like to receive course credit can also register for HRM 3581. In these instances the student should first visit CSPD to learn about the "Credit for Internship Process." Once CSPD approval is give, the student will meet with the HRM 3581 professor for permission to register. Students must be prepared to work on-site at the organization for 8-9 hours/week, have a minimum 2.5 GPA, and be a Human Resource Management major. HRM 2501 is the prerequisite for this course. For more detailed information on the course, please visit the course web site at www.fox.temple.edu/HRMindustryExperience.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School
Repeatability: This course may be repeated for additional credit.
Pre-requisites:
HRM 2501|Minimum Grade of D-|May not be taken concurrently.

HRM 3582. Independent Study. 1 to 6 Credit Hour.
Readings and/or papers under the supervision of a faculty member. Arranged each semester.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School
Repeatability: This course may be repeated for additional credit.
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3682. Independent Study. 1 to 6 Credit Hour.
Readings and/or papers under the supervision of a faculty member. Arranged each semester.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School
Repeatability: This course may be repeated for additional credit.
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3902. Honors Managing People at Work. 3 Credit Hours.
Honors version of HRM 3502 (0320).
Cohort Restrictions: Must be enrolled in one of the following Cohorts: SCHONORS, UHONORS, UHONORSTR
Course Attributes: HO
Repeatability: This course may not be repeated for additional credits
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.

HRM 3903. Honors - Management, Theory & Practice: From the Locker Room to the Board Room. 3 Credit Hours.
Whether a pick-up game at the local rec. center or a nationally-televised Final Four dream match-up, the game of basketball provides an ideal context for examining group dynamics, ethics, and motivation in organizations. For example, in basketball, the number one draft pick is only as dominant as the teammates (s)he electrifies. Think Michael Jordan and the notorious Chicago Bulls of the 1990s. Likewise, in a corporation, the CEO is only as effective as the top management team (s)he hand-selects and mentors to success. Ball hogs, showboaters, and cheap foulers can disrupt a basketball team's rhythm in much the same way that crooks, arbitrageurs, and balance sheet cheats can impact the bottom line. In this course students will explore - directly and metaphorically - some of the tenets of basketball as they relate to the theory and practice of management in organizations.
Cohort Restrictions: Must be enrolled in one of the following Cohorts: SCHONORS, UHONORS, UHONORSTR
Course Attributes: HO
Repeatability: This course may not be repeated for additional credits
Pre-requisites:
HRM 1101|Minimum Grade of C-|May not be taken concurrently
OR HRM 1901|Minimum Grade of C-|May not be taken concurrently.
HRM 3904. Honors, The Leadership Experience: Leading Yourself, Leading Change, Leading Communities. 3 Credit Hours.
Leadership is a hot topic in social sciences, management, and popular culture. Ask ten people "what makes a good leader?" and you might get ten different answers. Our subject is to explore leadership as a discipline, or as scholars. More specifically, as current Honors students, you represent our future leadership. To effectively lead, having a basic understanding of the core tenets and theoretical foundations is important, but insight into your strengths and capabilities as a potential leader is essential. Thus, this course will provide you with foundational knowledge on core principles of leadership. More importantly, this course will focus on reflection, assessment, and development on the core skill sets required of effective leaders. Finally, you will be challenged to leverage your unique strengths in a team setting to enact and inspire change within your community.

Class Restrictions: Must be enrolled in one of the following Classes: Junior 60 to 89 Credits, Senior 90 to 119 Credits, Senior/Fifth Year 120+ Credits
Cohort Restrictions: Must be enrolled in one of the following Cohorts: SCHONORS, UHONORS, UHONORSTR
Course Attributes: HO
Repeatability: This course may not be repeated for additional credits.

HRM 3999. Honors Thesis I. 1 to 3 Credit Hour.
The first of a two-part sequence of courses in which independent research is conducted under the supervision of a thesis advisor from the Human Resource Management department resulting in a substantial piece of original research, roughly 30 to 50 pages in length upon completion of Human Resource Management 4999. The student must publicly present his/her findings at a Temple University Research Forum session or the equivalent during one of the two semesters during which these courses are undertaken.

Field of Study Restrictions: Must be enrolled in one of the following Majors: Human Resource Management
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School
Cohort Restrictions: Must be enrolled in one of the following Cohorts: SCHONORS, UHONORS, UHONORSTR
Course Attributes: HO
Repeatability: This course may be repeated for additional credit.

HRM 4596. Organizational Staffing and Career Management. 3 Credit Hours.
Acquisition and development of human resources in organizations and career management for individuals. Emphasis on using computers to perform human resource planning, job analysis, recruitment, selection, training, socialization, career development, and withdrawal from work. Students must earn a grade of C- in this course if they are using it to fill the writing intensive course requirement for their degree.

Field of Study Restrictions: Must be enrolled in one of the following Majors: Human Resource Management
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School
Course Attributes: WI
Repeatability: This course may be repeated for additional credits
Pre-requisites:
(HRM 2501|Minimum Grade of D-|May not be taken concurrently)
AND (HRM 3511|Minimum Grade of D-|May not be taken concurrently)
OR HRM 3512|Minimum Grade of D-|May not be taken concurrently).

HRM 4597. Critical Skills for Effective Managers. 3 Credit Hours.
The purpose of this course is to bring together Human Resource Management (HRM) knowledge and skills learned in a final, capstone experience to make the student a more effective manager. Students will take a hands-on approach to assessing and improving their self-awareness, interpersonal and teamwork skills. The course will also test skills learned in other core business school courses such as your ability to identify problems, gather and analyze data to understand the problem, to develop alternative courses of action, and implement it. Because this is a writing intensive course, there will be several individual writing assignments that you will have the opportunity to draft, receive feedback and re-draft to improve your writing skills, as well as a group project. NOTE: Students cannot receive credit for this course if they have passed HRM 3502. Students must earn a grade of C- in this course if they are using it to fill the writing intensive course requirement for their degree.

College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School
Course Attributes: WI
Repeatability: This course may not be repeated for additional credits
Pre-requisites:
(HRM 3501|Minimum Grade of D-|May not be taken concurrently)
AND (HRM 3503|Minimum Grade of D-|May not be taken concurrently).

HRM 4999. Honors Senior Thesis II. 1 to 3 Credit Hour.
Independent research conducted under the supervision of a thesis advisor from the Human Resource Management Department resulting in a substantial piece of original research, roughly 30 to 50 pages in length. Student must publicly present his/her findings at a Temple University Research Forum session or the equivalent if this was not done in Human Resource Management 3999.

Field of Study Restrictions: Must be enrolled in one of the following Majors: Human Resource Management
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School
Cohort Restrictions: Must be enrolled in one of the following Cohorts: SCHONORS, UHONORS, UHONORSTR
Course Attributes: HO
Repeatability: This course may be repeated for additional credit.
Pre-requisites:
HRM 3999|Minimum Grade of C-|May not be taken concurrently.