Human Resource Management (HRM)

Courses

HRM 5001. Leadership in Organizations. 3 Credit Hours.
HRM 5001 is designed to be a study of individual and group behavior in organizations and the means through which leaders can influence that behavior. Specifically, the course will consider key situations where effective leadership can materially contribute to the achievement of strategic organizational objectives. Students will be exposed to the research evidence on important drivers of employee performance and commitment - both direct (e.g., employee attitudes, motivation) and indirect (e.g., organizational culture, climate, leadership) - and learn about its practical application in the workplace. Emphasis will also be placed on improving self-awareness regarding the personal skills necessary to facilitate the positive workplace experiences of employees.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5051. Human Resources Management Strategies. 3 Credit Hours.
The effective management of HR practices has an enormous effect on the organization's economic performance. Given the direct impact of HRM on cost, quality, and productivity, the success of any organization -- both traditional and virtual-- depends on the effectiveness of the decisions its managers make about strategic human resource issues. In this course, we will examine contemporary "best practices" in HR and what is known about how to improve the quality of strategic HR decision-making. In doing so, we will review how high performance organizations manage such HR issues as compensation, staffing, labor-management relations, work system design, performance management, training, equal opportunity employment, HR outsourcing, and change management.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School.
Repeatability: This course may not be repeated for additional credits.

HRM 5052. Ethical Decisions in Business. 1.5 Credit Hour.
This course looks at business in the context of its various stakeholders, including shareholders, management, employees, customers, suppliers, government regulators and local/national/global communities. It explores a range of issues from the role of business in society at large to the ethical dimensions of ordinary business decision-making.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5053. Effective Organizational Communication. 1.5 Credit Hour.
This course examines the corporate communication process as it relates to various management/organizational theories and practices. Specifically, students will examine the various purposes and requirements of communication for enhancing workplace cooperation, coorientation, adaptation and performance.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5054. Leadership Development. 3 Credit Hours.
This course is designed to be a study of human behavior in organizations and the means through which managers can influence that behavior. Specifically, the class will consider key situations where the effective exercise of leadership can materially contribute to the achievement of strategic organizational objectives. The leadership process will be considered within a business environment increasingly characterized by global competition, economic turmoil, rapid technological change and shifting labor market dynamics. Emphasis will be placed on identifying and developing the personal skills and perspectives necessary to establish and maintain a leadership position (e.g., self-awareness and abilities in such areas as communication, decision-making, problem solving and behavioral management).

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.
HRM 5101. Leadership in Complex Organizations. 3 Credit Hours.
This course explores the leadership dimensions at the individual and team level while exploring leadership processes and complex adaptive leadership at the team and organizational level. This includes concepts such as change management, organizational learning, leadership development, and team development. Critical thinking skills are developed as students actively engage in understanding organizational complexity and the concepts that effectively guide complex organizations to desired outcomes.

**Level Registration Restrictions:** Must be enrolled in one of the following Levels: Graduate.

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

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

HRM 5111. Organizational Communication and Information Management. 3 Credit Hours.
Focuses on building personal communication capabilities and understanding the nature and scope of organizational communication/information management in organizational effectiveness.

**Level Registration Restrictions:** Must be enrolled in one of the following Levels: Graduate.

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

HRM 5112. Leading High Performing Teams. 3 Credit Hours.
Considers ways to develop and sustain productivity in individuals and work groups. Examines effective strategies for group formation, goal setting, delegation, and handling group dynamics. Special challenges such as dealing with work force diversity.

**Level Registration Restrictions:** Must be enrolled in one of the following Levels: Graduate.

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

HRM 5113. Power, Influence, and Negotiation in Organizations. 3 Credit Hours.
Looks at how power, influence, and negotiation are related to effective leadership. Ethical and practical issues related to power and influence are discussed. Explores strategies for dealing with disputes and conflicts arising in organizations.

**Level Registration Restrictions:** Must be enrolled in one of the following Levels: Graduate.

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

HRM 5114. Building Human Capital for High Performance Organizations. 3 Credit Hours.
This course approaches employee training and development as a means to enhance organizational effectiveness and innovation. It examines ways to transform a company's most valuable asset, its "human capital," and build effective organizational cultures that will sustain high performance during periods of environmental turbulence.

**Level Registration Restrictions:** Must be enrolled in one of the following Levels: Graduate.

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

HRM 5115. Talent Acquisition. 3 Credit Hours.
The course focuses on the challenges, tools and strategies that align with best practice in sourcing, assessing and selecting talent to meet business needs, including selection for hire and selection for promotion. Note: Prior to spring 2017, the course title was "Best Practices in Human Resources Management."

**Level Registration Restrictions:** Must be enrolled in one of the following Levels: Graduate.

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

HRM 5116. Strategic Reward Systems. 3 Credit Hours.
An analysis of the strategic design of organizational reward systems, and how they contribute to organizational success. The emphasis will be on the design of reward systems to complement current trends in organizational design and strategy. The role of both financial as well as non-financial reward will be addressed. Designed for both HRA majors and non-majors.

**Level Registration Restrictions:** Must be enrolled in one of the following Levels: Graduate.

**Repeatability:** This course may not be repeated for additional credits.
HRM 5117. Public Policy and Compliance. 3 Credit Hours.
Areas of investigation will include current issues and challenges, such as technology, law, global competition, employee relations, labor unions, and outsourcing. Note: Prior to summer 2017, the course title was “HR in a Dynamic Environment.”

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5118. Business Transformation through Big Data. 3 Credit Hours.
This course focuses on business transformation using data and data analytics as a source for business evaluation and decision making. Students will focus on key issues that are challenging businesses today, such as Healthcare Reform, Population Health and Cost and Productivity initiatives to better understand the impacts on their organizations and the market place. They will examine issues across the economy, evaluate the drivers for change, the risks and/or rewards of transformation, potential impacts to their workforce, culture, brand, policies and practices, as well as, explore technology tools, such as Human Capital Management Systems (HCMS) and data analytics required to develop and recommend transformational change to the business.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5119. Human Resource Consulting. 3 Credit Hours.
This course is designed to support students who plan to work in Human Capital Management or Talent Management Consulting and Managers and Human Resource professionals who manage external HCMS and Talent Management consulting engagements as internal partners. This course is focused on building practical skills and knowledge that can be applied directly to identify and scope Talent Management consulting opportunities and to deliver and measure Talent Management consulting solutions that meet or exceed business goals. Students will learn how and where Talent Management consultants add value to organizations in diverse industry sectors and will participate in developing and managing TM consulting proposals and projects.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5125. Strategic Challenges in Human Resources. 3 Credit Hours.
A strategic analysis of the design the HR function and organization to manage the human side of the enterprise. Using case study, this course identifies optimal practice to assure that the HR function helps to maximize the competitive advantage of the organization. Designed for both HRA majors and non-majors.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5131. Ethics and Social Responsibility in Organizations. 3 Credit Hours.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5155. Coord & Control in Virt Org. 3 Credit Hours.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5161. Human Resource Management in a Global Environment. 3 Credit Hours.
Focuses on the role of culture in determining effective human resource management strategies. Addresses many of the problems and issues arising around the acquisition, development, organization and management of human resources on an international scale.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5170. Special Topics: Human Resource Management. 1 to 6 Credit Hour.
Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5180. Special Topics: Human Resource Management. 1 to 6 Credit Hour.
Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

Repeatability: This course may be repeated for additional credit.
HRM 5182. Independent Study. 1 to 6 Credit Hour.
Special study in a particular aspect of human resource administration under the direct supervision of an appropriate graduate faculty member.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may be repeated for additional credit.

HRM 5190. Special Topics: Human Resource Management. 1 to 6 Credit Hour.
Special Topics- Human Resource Administration

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may be repeated for additional credit.

HRM 5282. Independent Study. 1 to 3 Credit Hour.
Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may be repeated for additional credit.

HRM 5301. Human Capital and Organizational Change. 1.5 Credit Hour.
Strategic Human Capital and Organizational Change is designed to help participants better understand how organizations use human capital strategies to drive firm performance, engender change, and build an aligned organizational culture. In doing so, a general management perspective is emphasized throughout the course regarding the design of human capital strategy and how the execution of such plays an essential role in achieving sustainable competitive advantage. By analyzing firm-level case studies, this course will illustrate how contemporary practices (e.g. talent acquisition, compensation, performance management, global management related to human capital issues, HR service outsourcing, talent development, etc.) determine an organization’s culture and, in turn, how organization culture is key to determining a firm’s cost, quality, productivity, and customer service. The central focus will involve a general management perspective on assessing the linkage or fit between firm strategy and human capital practices. As a result, a key activity throughout the course will involve firm-level case assessments of the alignment or misalignment between the firm’s business model and its human capital strategy.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School.
Repeatability: This course may not be repeated for additional credits.

HRM 5302. Ethical Management. .5 to 3 Credit Hours.
This course challenges students to consider the ethical obligations of corporations and their employees to a wide variety of societal stakeholders. Students are exposed to a broad range of ethical dilemmas that can arise in the business world and are offered the tools and taught the skills to respond to such dilemmas. Most significantly, the course encourages students to critically examine a preeminent societal institution of which they are a part, with the possibility that they can ultimately be forces for positive change. The course includes a challenge that requires students to interview a wide array of stakeholders invested in a controversial, contemporary issue with business import - and to make a business or policy recommendation based on insights gleaned from this primary research.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School.
Repeatability: This course may be repeated for additional credit.

HRM 5303. Influential Communication in Complex Organizations. 1.5 Credit Hour.
This course is based on the premise that communication is an integral dimension of leadership and organizational effectiveness. Research suggests that approximately 75% of manager behaviors involve some form of communication. Influential organizational communication, from informal conversation to formal presentations, increases management’s ability to connect to, motivate, guide, and inspire employees and other relevant stakeholders. As noted by communication expert, Roy Foltz, “Organizational communication is the vital link in the chain of events that is the process of managing a business. It is the single factor that makes an organization viable, successful, effective, enduring.”

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School.
Repeatability: This course may not be repeated for additional credits.
HRM 5304. Leading in Complex Organizations. 1 to 3 Credit Hour.
Effective Leadership has been shown to have a strong, positive correlation with business outcomes such as profitability, shareholder value, revenue growth, turnover reduction, engagement, commitment, motivation, and loyalty. Leadership concepts provide a foundation for effective long-term, profitable business performance. Strong business leaders possess a global, integrated, cross-functional business perspective which is founded, grounded, shaped and continuously enhanced by solid leadership principles and processes.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School.

Repeatability: This course may be repeated for additional credit.

HRM 5305. Influence & Negotiation. 1.5 Credit Hour.
This course examines the process and outcomes of using power, influence, and negotiation in interpersonal relations, in groups and organizations, and cross-culturally in international business. It explores negotiation styles for effective leadership, resolving conflicts, and achieving personal and organizational goals. Ethical and practical issues related to power and influence are discussed.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School.

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

HRM 5306. Interpersonal & Cross-Cultural Negotiation. 1.5 Credit Hour.
Continuation of HRM 5305. Further explorations in the negotiation process, focusing on the skills needed for interpersonal and cross-cultural negotiation effectiveness. The major project involves a complex cross-cultural negotiation simulation.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

Pre-requisites:
HRM 5305|Minimum Grade of B-|May be taken concurrently.

HRM 5401. Human Capital and Organizational Change. 1.5 Credit Hour.
Strategic Human Capital and Organizational Change is designed to help participants better understand how organizations use human capital strategies to drive firm performance, engender change, and build an aligned organizational culture. In doing so, a general management perspective is emphasized throughout the course regarding the design of human capital strategy and how the execution of such plays an essential role in achieving sustainable competitive advantage. By analyzing firm-level case studies, this course will illustrate how contemporary practices (e.g. talent acquisition, compensation, performance management, global management related to human capital issues, HR service outsourcing, talent development, etc.) determine an organization’s culture and, in turn, how organization culture is key to determining a firm’s cost, quality, productivity, and customer service. The central focus will involve a general management perspective on assessing the linkage or fit between firm strategy and human capital practices. As a result, a key activity throughout the course will involve firm-level case assessments of the alignment or mis-alignment between the firm’s business model and its human capital strategy.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 5402. Ethical Management. 1.5 Credit Hour.
This course challenges students to consider the ethical obligations of corporations and their employees to a wide variety of societal stakeholders. Students are exposed to a broad range of ethical dilemmas that can arise in the business world and are offered the tools and taught the skills to respond to such dilemmas. Most significantly, the course encourages students to critically examine a preeminent societal institution of which they are a part, with the possibility that they can ultimately be forces for positive change. The course includes a challenge that requires students to interview a wide array of stakeholders invested in a controversial, contemporary issue with business import - and to make a business or policy recommendation based on insights gleaned from this primary research.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

Repeatability: This course may not be repeated for additional credits.
HRM 5403. Influential Communication in Complex Organizations. 1.5 Credit Hour.
This course is based on the premise that communication is an integral dimension of leadership and organizational effectiveness. Research suggests that approximately 75% of manager behaviors involve some form of communication. Influential organizational communication, from informal conversation to formal presentations, increases management’s ability to connect to, motivate, guide, and inspire employees and other relevant stakeholders. As noted by communication expert, Roy Foltz, "Organizational communication is the vital link in the chain of events that is the process of managing a business. It is the single factor that makes an organization viable, successful, effective, enduring."

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5404. Leading in Complex Organizations. 1.5 Credit Hour.
Effective Leadership has been shown to have a strong, positive correlation with business outcomes such as profitability, shareholder value, revenue growth, turnover reduction, engagement, commitment, motivation, and loyalty. Leadership concepts provide a foundation for effective long-term, profitable business performance. Strong business leaders possess a global, integrated, cross-functional business perspective which is founded, grounded, shaped and continuously enhanced by solid leadership principles and processes.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5405. Influence & Negotiation. 1.5 Credit Hour.
This course examines the process and outcomes of using power, influence, and negotiation in interpersonal relations, in groups and organizations, and cross-culturally in international business. It explores negotiation styles for effective leadership, resolving conflicts, and achieving personal and organizational goals. Ethical and practical issues related to power and influence are discussed.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5406. Interpersonal & Cross-Cultural Negotiation. 1.5 Credit Hour.
Continuation of HRM 5405. Further explorations in the negotiation process, focusing on the skills needed for interpersonal and cross-cultural negotiation effectiveness. The major project involves a complex cross-cultural negotiation simulation.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.
Pre-requisites:
HRM 5405|Minimum Grade of B-|May be taken concurrently.

HRM 5802. Leading and Managing Teams and Individuals. 2 to 3 Credit Hours.
By exploring the interpersonal dynamics of individuals and groups, you'll hone your leadership skills and our ability to create cohesive teams with collective investment in reaching goals. You'll be better able in both traditional and virtual organizations to: manage conflict, dependency issues and difficult personalities; listen effectively and present yourself and your ideas to others; and manage virtual employees.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5804. Managing and Developing Human Capital in the Enterprise. 2 to 3 Credit Hours.
In this course, you'll increase your ability to manage people and maintain a view of the human resource function as an integral part of a total enterprise in both traditional and virtual organizations. You'll address practical issues of human resource management, such as planning and executing staffing strategies, maintaining influence in the organization, managing the multicultural work force, managing programs for productivity improvement, and planning and managing the human side of organizational change.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may not be repeated for additional credits.

HRM 5802. Independent Study. 1 to 6 Credit Hour.
Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
Repeatability: This course may be repeated for additional credit.
HRM 5890. Special Topics. 1 to 6 Credit Hour.
Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

Repeatability: This course may be repeated for additional credit.

HRM 9001. Managing Human Resources. 3 Credit Hours.
Current research on human resource management topics, including recruitment and selection, socialization, job planning, training and development, performance appraisal, job analysis, careers, labor-management relations, industrial conflict, and unionization.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

Repeatability: This course may be repeated for additional credits.

HRM 9002. Managing Work Behavior and Attitude. 3 Credit Hours.
Focuses on human behavior within the context of organization systems. Topics covered are motivation, attitudes, job performance, job design, satisfaction, commitment and turnover. Applications of psychological and social-psychological theories.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 9003. Organization and Environment. 3 Credit Hours.
Focuses on organization structure, design, control, culture, and interorganizational relationships. Examines contingency, resource dependency, population ecology, institutional, agency and transaction cost theories of organizations. Considers public policy and social responsibility from stakeholder perspective.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 9004. Dynamics of Organizational Interaction. 3 Credit Hours.
Theory and research on interactions between individuals within organizations. Topics include communication, groups, leadership, power and influence, negotiation and conflict resolution, and innovation.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 9006. Doctoral Seminar in Meta-analysis and Research Synthesis Methods. 3 Credit Hours.
Meta-analysis is aimed at the synthesis and generalization of primary research findings that seem to conflict with one another to draw simple yet significant conclusions. The essence of meta-analysis is that it is the research process of cumulating and synthesizing effect sizes (e.g., correlations) of a number of primary studies on the same topic by the application of research, measurement, and statistical techniques as normally addressed in a typical primary study (i.e., problem selection, hypothesis formulation, definition and measurement of constructs and variables, sampling, coding, and data-analysis.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

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

HRM 9011. Pro-Seminar in Human Resource Management and Organization Behavior. 1 to 3 Credit Hour.
Socializes students about the process of conducting and publishing research in HRM/OB. Includes guest speakers to discuss topics such as designing a research stream, conducting a project from start to finish, differences in journal quality and requirements to publish at different levels, presenting research well, the art of constructive peer review, and keys to effective academic writing.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

Repeatability: This course may be repeated for additional credit.

HRM 9021. Current Readings in Human Resource Management and Organizational Behavior. 3 Credit Hours.
This course examines emerging themes in the contemporary Human Resource Management and Organizational Behavior (HRM/OB) literature. Each week we will critically analyze articles that exemplify a current topical or methodological theme in the premier HRM/OB journals. The course will focus on articles that have been recently accepted or published within the current calendar year. The goal of this course is to gain a discussion-based seminar that will require significant class preparation.

Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

Repeatability: This course may be repeated for additional credit.
HRM 9090. Special Topics. 1 to 6 Credit Hour.
Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.
College Restrictions: Must be enrolled in one of the following Colleges: Business & Mngmnt, Fox School.

Repeatability: This course may be repeated for additional credit.

HRM 9183. Directed Study in Human Resource Administration. 1 to 6 Credit Hour.
Level Registration Restrictions: Must be enrolled in one of the following Levels: Graduate.

Repeatability: This course may be repeated for additional credit.