Human Resource Management (HRM)

Course information contained within the Bulletin is accurate at the time of publication in June 2025 but is subject to change. For the most up-to-date course information, please refer to the Course Catalog.

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.

Course Attributes: SI

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

HRM 1901. Honors 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.

Course Attributes: HO, SI

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: Minimum grade of C- in (HRM 1101 or HRM 1901)

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.

Course Attributes: SE, SF, SP, SS

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: Minimum grade of C- in (HRM 1101 or HRM 1901)

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: Minimum grade of C- in (HRM 1101 or HRM 1901)

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: Minimum grade of C- in (HRM 1101 or HRM 1901)

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: Minimum grade of C- in (HRM 1101 or HRM 1901)

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.

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

Pre-requisites: Minimum grade of C- in HRM 2501.

HRM 3507. Intrapreneurship in the 21st Century. 3 Credit Hours.
You may identify a great opportunity for your organization to improve its products, services, sustainability, or treatment of employees or other stakeholders. Or you may see ways for your organization to adapt to threatening external events. Developing good ideas for change is only part of the solution. The most challenging aspect of change may lie in convincing your organization to act on your ideas. This course focuses on the challenges in implementing change in organizations, and overcoming these challenges - in other words, how to be an effective intrapreneur. Topics addressed include managing in all directions: downward, upward, and "sideways," personal assessment of strengths and weaknesses in ability to effect change, and organizational culture and reward systems that facilitate change. Coursework includes a hands-on project in which students propose a change initiative in a real-world organization.

Course Attributes: SI

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

Pre-requisites: Minimum grade of C- in (HRM 1101 or HRM 1901)

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

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

Pre-requisites: Minimum grade of C- in HRM 2501.

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.

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

Pre-requisites: Minimum grade of C- in HRM 2501.

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.

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

Pre-requisites: Minimum grade of C- in HRM 2501.

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.

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

Pre-requisites: Minimum grade of C- in (HRM 1101 or HRM 1901)

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: Minimum grade of C- in (HRM 1101 or HRM 1901)

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.

Repeatability: This course may be repeated for additional credit.

Pre-requisites: Minimum grade of C- in HRM 2501 and minimum GPA of 2.5 in: courses numbered 0700 to 4999.

HRM 3582. Independent Study. 1 to 6 Credit Hour.
Readings and/or papers under the supervision of a faculty member. Arranged each semester.

Repeatability: This course may be repeated for additional credit.

Pre-requisites: Minimum grade of C- in (HRM 1101 or HRM 1901)

HRM 3682. Independent Study. 1 to 6 Credit Hour.
Readings and/or papers under the supervision of a faculty member. Arranged each semester.

Repeatability: This course may be repeated for additional credit.

Pre-requisites: Minimum grade of C- in (HRM 1101 or HRM 1901)

HRM 3902. Honors Managing People at Work. 3 Credit Hours.
Honors version of HRM 3502 (0320).

Course Attributes: HO

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

Pre-requisites: Minimum grade of C- in (HRM 1101 or HRM 1901)

HRM 3903. Honors Management, Theory and Practice: The State of Labor in the Post-COVID Workplace. 3 Credit Hours.
The COVID-19 pandemic unveiled what were already deep fissures in the relationship between workers and capital. For some American workers, workplace shutdowns and stimulus checks granted a chance to pause and contemplate a life with less hustle. This novel experience of time reinvigorated the concept of "anti-work" and spawned the notion of "quiet quitting" among those who felt discomfort with their newfound consciousness of their labor utility. The Anti-work subreddit home of these nouveau Thoreaus boasts over 2.5 million "idlers" and a tag line that reads "unemployment for all, not just the rich!" On the other hand, workers deemed "essential" in health care, retail, education and human services were forced to hustle even harder, often at the expense of their own mental and physical health. This class will explore the resurgence of organized labor and the changing nature of work since the beginning of the pandemic, examining their causes and consequences, and offering implications for managers, employees, and union members and leaders. Note: Prior to Fall 2023, the course was titled "Honors - Management, Theory & Practice: From the Locker Room to the Board Room."

Course Attributes: HO, SI

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

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.

Course Attributes: HO

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

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.

Course Attributes: WI

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

Pre-requisites: Minimum grade of C- in HRM 2501, HRM 3511, HRM 3512, and (BA 2196 or BA 2996)

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.

Course Attributes: WI

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

Pre-requisites: Minimum grade of C- in HRM 3501 and (BA 2196 or BA 2996)