

Human Resource Management (HRM)

Courses

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Facilities Management, Actuarial Science, Business Management, Business, Business Basics, Corp Compliance + Reg Policy, Construction Engr Tech, Construction Mgt Tech, Career and Technical Education, Economics, Economics - Management Career, Economics, Entrprnrship & Innovation Mgt, Engineering, Engineering Technology, Entrepreneurship, Finance, Financial Planning, General Business Studies, Horticulture, Human Resource Management, International Business, International Business Admin, Intrnl Bus - TUJ, Law & Business, Legal Studies, Management Information Systems, Marketing, Management Consulting, Pre Business, Real Estate, Risk Management and Insurance, Supply Chain Management, Sport & Recreation Management, Statistical Sci + Data Analyt, Tourism and Hospitality Mgmt, Undeclared-Business & Mngt, Undeclared-University Studies.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Facilities Management, Actuarial Science, Business Management, Business, Business Basics, Construction Mgt Tech, Career and Technical Education, Economics, Economics - Management Career, Economics, Entrprnrship & Innovation Mgt, Engineering, Engineering Technology, Entrepreneurship, Finance, Financial Planning, General Business Studies, Horticulture, Human Resource Management, International Business, International Business Admin, Intrnl Bus - TUJ, Law & Business, Legal Studies, Management Information Systems, Marketing, Pre Business, Real Estate, Risk Management and Insurance, Supply Chain Management, Sport & Recreation Management, Statistical Sci + Data Analyt, Tourism and Hospitality Mgmt, Undeclared-Business & Mngt, Undeclared-University Studies.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics - Management Career, Economics, Entrprnrship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Corporate Social Responsibility, Economics, Economics, Entrepreneurship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics, Entrepreneurship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics, Entrepreneurship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics, Entrepreneurship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics, Entrprnrship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics, Entrprnrship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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 & Mngmnt, 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 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.

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 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.

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.

Pre-requisites:

HRM 2501|Minimum Grade of C-|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 & Mngmnt, 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 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 & Mngmnt, 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 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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics, Entrprnrship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Management Consulting, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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 & Mngmnt, 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.

Field of Study Restrictions: Must be enrolled in one of the following Fields of study: Accounting, Actuarial Science, Business Management, Economics, Economics, Entrprnrship & Innovation Mgt, Entrepreneurship, Finance, Financial Planning, General Business Studies, Human Resource Management, International Business, Law & Business, Legal Studies, Management Information Systems, Marketing, Real Estate, Risk Management and Insurance, Supply Chain Management, Statistical Sci + Data Analyt, Undeclared-Business & Mngt.

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 C-|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.

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 not be repeated for additional credits.

Pre-requisites:

(HRM 2501|Minimum Grade of C-|May not be taken concurrently)

AND (HRM 3511|Minimum Grade of C-|May not be taken concurrently)

AND (HRM 3512|Minimum Grade of C-|May not be taken concurrently)

AND (BA 2196|Minimum Grade of C-|May not be taken concurrently)

OR BA 2996|Minimum Grade of C-|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 C-|May not be taken concurrently)

AND (HRM 3503|Minimum Grade of C-|May not be taken concurrently)

AND (BA 2196|Minimum Grade of C-|May not be taken concurrently)

OR BA 2996|Minimum Grade of C-|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.

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 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 5111. Influential Organizational Communication. 3 Credit Hours.

Do you want to build your personal communication capabilities? How about learning to leverage strategic conversations for impactful leadership in your organization? Students in this course apply theoretical knowledge and empirical research for practical purposes using case analysis and class discussion. Varied assignments will enhance student perspective and skills in employee/relationship management, writing and editing, oral presentation, coaching and performance feedback, crisis communication, persuasion and influence, and managing emotional expression.

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 5121. Strategic Organizational Leadership: Trends, Analytics, Impact. 3 Credit Hours.

This course builds on basic leadership concepts and explores a broader range of leadership thought from strategic and organizational perspectives. The goal: to drive organizational results and support individual success. Additionally, the class will take a focused, hands-on look at trending topics such as real-time feedback, personalized micro-learning, artificial intelligence, digital leadership, and generational leadership.

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.

This course focuses on the ethical and social responsibility aspects of business decision making, policy formulation, and implementation. The organization's ethical and social responsibilities to various stakeholders, including owners, consumers, the community, and especially employees, are examined. The course is designed as a "tools" course in which critical thinking strategies and approaches are used to help raise and address questions regarding appropriate and ethical action.

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 be repeated for additional credit.

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 5302. 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.

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 5411. Managing People. 3 Credit Hours.

This course focuses on understanding the behavior of individuals and teams in relation to helping organizations and its members thrive. The concepts are linked to core managerial competencies and focus on leadership development and how effective leaders develop, motivate, and inspire organizational members to drive organizational success. Other subjects covered include the development of management thought, the role of the supervisor as a decision maker and the processes of planning, organizing, leading and controlling organizational activities. Ultimately, students will learn how to better create a vision of success, relate to others, and lead groups in which people engage and perform at their best.

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 5802. Leading and Managing Teams and Individuals. 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. 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 5882. 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 not be repeated for additional credits.

HRM 9005. Seminar in Functional Human Resource Management. 3 Credit Hours.

This is a PhD seminar course in functional/micro human resource management (HRM) that aims at providing you, as a doctoral student, with substantive knowledge and skills necessary to become a competent HRM researcher. The field of functional/micro HRM is vast and much broader than strategic/macro HRM. Given the size of the functional HRM literature, this course is not exhaustive; rather, it will introduce you to some key topics spanning recruitment, personnel selection, training and development, performance management and compensation, and employee withdrawal and turnover as well as exemplary recent research. An important challenge that you face as a doctoral student is developing your own "mental map" of this vast field. The role in this course is to provide a guided tour through the field of functional HRM so that you can begin to develop this map. That is, the major goal of this seminar is that you develop a broad familiarity with functional HRM research and theory, develop analytic skills necessary to critically evaluate and integrate work in this area, and apply pertinent HRM theory and concepts to your particular research interests.

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.