

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.