

# Human Resource Management

---

Dr. John A. McClendon, Chair  
 Alter Hall 354  
 215-204-1910  
 johnmac@temple.edu

Brisilda Doma, Assistant Director  
 Alter Hall 333 (HRM Department Office)  
 215-204-8099  
 doma@temple.edu

<http://www.fox.temple.edu/departments/human-resource-management/>

Organizations increasingly are hiring well-trained HR professionals to recruit, develop, manage, and retain their most valuable business asset - *their human talent*. The Fox Human Resource Management (HRM) major prepares students for careers in human resource (HR) management and recognizes the necessity of creating synergies between the human and business side to enhance an organization's productivity, reputation, and sustainable profits. The Fox HRM major prepares graduates to be leaders and specialists in the areas of 1) talent recruitment and retention, 2) training and development, 3) compensation and benefits, 4) performance management, 5) labor relations and 6) compliance with local, state and federal employment laws and policies.

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

## Professional Development Program

All HRM majors participate in the HRM Professional Development Program. This program was created to respond to employer expectations regarding the skill sets of college graduates. Through required and optional activities, the program provides students opportunities to develop communication and technical competencies, knowledge of fundamental HRM principles, relationship-building skills, and work-related HR experiences.

One of the benefits of being an HRM major is the opportunity to join one of the two student chapters of the Society of Human Resource Management (SHRM). Student members of TU SHRM meet HR professionals at on and off-campus events, participate in community service events and mentoring activities and create and develop professional development programming. Students can develop their leadership skills by becoming committee chairs and/or officers of the chapter. There are two student SHRM chapters, one at Main Campus and the other at Ambler. The Main Campus chapter office is located in Alter Hall 333C. For more information, contact Andrea Brooks-Lopez at 215-204-4226, [ablopez@temple.edu](mailto:ablopez@temple.edu) or the SHRM office at 215-204-1626. For Ambler, contact Ken Riemer at [riemertr@aol.com](mailto:riemertr@aol.com) or the SHRM Main office.

In addition to SHRM, Fox HRM also invites all majors to join our student chapters of Net Impact and Student Professional Sales Organizations (PSO). For information on Net Impact, contact faculty advisor Lynne Andersson at 215-204-5088, [landerss@temple.edu](mailto:landerss@temple.edu). For more information on PSO, go to their web site ([www.temple-psy.com/](http://www.temple-psy.com/) (<http://www.temple-psy.com/>)) or contact faculty advisor Tony Petrucci at 215-204-8138, [petrucci@temple.edu](mailto:petrucci@temple.edu).

## Online BBA Program

The Human Resource Management major is available as an online BBA degree completion program designed for new and continuing students. Please visit the Online BBA web site for program and admission information (<http://www.fox.temple.edu/undergraduate-bba/undergraduate-programs/online-bba>).

## Accelerated 3 Year BBA

Motivated students can accelerate their BBA program to finish in 3 years. Please contact the department for a suggested sequence.

## Minors & Certificates

### Organizational Leadership Minor

Open to Fox School of Business students (except Business Management majors) and students in the School of Sport, Tourism and Hospitality Management.

The four courses comprising the Organizational Leadership Minor enhance skills necessary for organizational leadership and advancement, including (1) organizational communication and influence, (2) conflict management and negotiation, (3) team building and performance management, and (4) critical thinking and problem-solving. For years corporate executives and numerous studies acknowledge business school graduates need skills beyond their technical competence as they step into leadership roles. Organizational Leadership Minor graduates are better able to think and act in ways that reflect sophisticated competencies (from interpersonal to technical) that benefit the interests of multiple organizational stakeholders.

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

## **Legal Studies Minor for Human Resource Managers**

Human Resource Management majors only.

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

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

## **Human Resource Minor for Legal Studies**

Legal Studies majors only.

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

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

## **RMI & HRM Focus**

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

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

## **Summary of Requirements**

### **University Requirements**

All new students are required to complete the university's General Education (GenEd (<http://bulletin.temple.edu/undergraduate/general-education>)) curriculum.

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

### **College Requirements**

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

### **Major Requirements**

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

## Requirements of the Human Resource Management Major

Code	Title	Credit Hours
HRM 2501	Introduction to Human Resource Management <sup>1</sup>	3
HRM 3511	Compensation Management <sup>1</sup>	3
HRM 3512	Human Resource Management and Public Policy	3
HRM 4596	Organizational Staffing and Career Management <sup>1, 2</sup>	3
Select two of the following:		6
HRM 3501	Power, Influence and Negotiation <sup>3</sup>	
HRM 3502	Leading People at Work <sup>3</sup>	
HRM 3503	Communicating in Organizations <sup>3</sup>	
HRM 3504	Leadership in the 21st Century <sup>3</sup>	
or HRM 3505	Sustainable Organizational Leadership	
HRM 3506	HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance	
HRM 3513	Labor Relations: Strategy and Practice	
HRM 3531	HR on the Ground (spring only)	
or HRM 3581	Co-op Experience in Human Resource Management	
HRM 3565	International Human Resource Management	
HRM 3580	Special Topics - Human Resource Management (topics may change) <sup>4</sup>	
Total Credit Hours		18

<sup>1</sup> All HRM majors are required to participate in the HRM Professional Development Program and earn Badges. This program was created to respond to employer expectations regarding the skill sets of college graduates. Please refer to the Guide to HR Badges (<https://d3iovmfe1okdrz.cloudfront.net/cms/wp-content/uploads/2018/12/Guide-to-HR-Badges-.pdf?x32461>) for the program structure.

<sup>2</sup> This major capstone is typically taken in the final semester, and all prerequisites must be met.

<sup>3</sup> These courses make up the Organizational Leadership Minor. However, they cannot be double counted for HRM major requirements if applied toward the Organizational Leadership Minor.

<sup>4</sup> This course may be offered multiple semesters with different topics. It can be applied once toward the major. It can be used as a free elective if completed with a different topic.

## Suggested Academic Plan

### Bachelor of Business Administration in Human Resource Management

#### Requirements for New Students starting in the 2018-2019 Academic Year

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

Year 1		Credit Hours
<b>Fall</b>		
STAT 1001	Quantitative Methods for Business I	3
ECON 1101	Macroeconomic Principles	3
HRM 1101	Leadership and Organizational Management	3
ENG 0802, 0812, or 0902	Analytical Reading and Writing [GW]	4
GenEd Breadth Course		3
Term Credit Hours		16
<b>Spring</b>		
STAT 1102	Quantitative Methods for Business II	4
ECON 1102	Microeconomic Principles	3
LGLS 1101	Legal Environment of Business	3
IH 0851 or 0951	Intellectual Heritage I: The Good Life [GY]	3
GenEd Breadth Course		3
Term Credit Hours		16
<b>Year 2</b>		
<b>Fall</b>		
STAT 2103	Statistical Business Analytics (waives GenEd Quantitative Literacy requirement)	4

ACCT 2101	Financial Accounting	3
MIS 2101	Information Systems in Organizations	3
IH 0852 or 0952	Intellectual Heritage II: The Common Good [GZ]	3
GenEd Breadth Course		3
Term Credit Hours		16
<b>Spring</b>		
ACCT 2102	Managerial Accounting	3
BA 2101	Professional Development Strategies	1
BA 2196	Business Communications [WI]	3
MKTG 2101	Marketing Management	3
RMI 2101	Introduction to Risk Management	3
HRM 2501	Introduction to Human Resource Management	3
Term Credit Hours		16
<b>Year 3</b>		
<b>Fall</b>		
FIN 3101	Financial Management	3
MSOM 3101	Operations Management	3
BA 3102	Business Society and Ethics	3
Select one of the following:		3
HRM 3511	Compensation Management	
HRM 3512	Human Resource Management and Public Policy	
Select one of the following:		3
HRM 3501	Power, Influence and Negotiation	
HRM 3502	Leading People at Work	
HRM 3503	Communicating in Organizations	
HRM 3504 or 3505	Leadership in the 21st Century (or Sustainable Organizational Leadership)	
HRM 3506	HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance	
HRM 3513	Labor Relations: Strategy and Practice	
HRM 3531 or 3581	HR on the Ground (or Co-op Experience in Human Resource Management)	
HRM 3565	International Human Resource Management	
HRM 3580	Special Topics - Human Resource Management	
Term Credit Hours		15
<b>Spring</b>		
BA 3103	Integrative Business Applications	3
IB 3101	Fundamentals of International Business	3
GenEd Breadth Course		3
GenEd Breadth Course		3
Select one of the following:		3
HRM 3512	Human Resource Management and Public Policy	
HRM 3511	Compensation Management	
Term Credit Hours		15
<b>Year 4</b>		
<b>Fall</b>		
BA 4101	Global Business Policies	3
Select one of the following:		3
HRM 3501	Power, Influence and Negotiation	
HRM 3502	Leading People at Work	
HRM 3503	Communicating in Organizations	
HRM 3505 or 3504	Sustainable Organizational Leadership (or Leadership in the 21st Century)	
HRM 3506	HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance	
HRM 3513	Labor Relations: Strategy and Practice	
HRM 3581 or 3531	Co-op Experience in Human Resource Management (or HR on the Ground)	

HRM 3565	International Human Resource Management	
HRM 3580	Special Topics - Human Resource Management	
GenEd Breadth Course		3
Free Elective		3
Free Elective		3
Term Credit Hours		15
<b>Spring</b>		
HRM 4596	Organizational Staffing and Career Management [WI]	3
GenEd Breadth Course		3
Free Elective		3
Free Elective		3
Free Elective		3
Term Credit Hours		15
Total Credit Hours:		124

## Courses

### HRM 0838. Identity & Crisis. 3 Credit Hours.

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

**Course Attributes:** GB

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

### HRM 1101. Leadership and Organizational Management. 3 Credit Hours.

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

**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.

**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, 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.

**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, 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 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, 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 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, 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 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, 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](http://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)

**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)

**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.