

# HRMS:HUMAN RESOURCE MANAGEMENT

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## **HRMS 1998 Individualized Studies in Human Resources Management (HRMS) (1-8 Credits)**

Students have the opportunity to develop individualized studies with their mentor in Human Resources Management (HRMS). Registration for this class must be approved by the student's mentor.

## **HRMS 2998 Individualized Studies in Human Resources Management (HRMS) (1-8 Credits)**

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## **HRMS 3005 Compensation & Benefits (4 Credits)**

To maximize organizational performance, managers need to address key components in the successful retention and motivation of all staff. One primary component is the design of a total rewards program to ensure alignment with business objectives, motivate individual / team / business unit performance and successfully compete with outside forces to recruit talent. This course will provide the underlying concepts so that students will understand the many factors that need to be addressed to ensure an effective total compensation and benefits program. Students completing this course will have an understanding of the complexities of reward systems, along with an appreciation of the key factors necessary to ensure their successful implementation in any organizational setting. Prerequisite (must complete before registering): Human Resource Management (HRMS 3015), or equivalent This course was previously BME-213754 Compensation.

## **HRMS 3010 Diversity in the Workplace (4 Credits)**

This course will examine the issues, challenges, and opportunities presented by diversity in the workplace. Issues related to employee diversity, in terms of gender, race/ethnicity, career development, and cultural background are emphasized. The objective is to broaden student's perspectives about the dynamics of diversity and to help them work more effectively in diverse workplace environments. Diversity is a workplace characteristic; inclusion is a workplace value. The course examines ways in which the organization benefits from an environment that values, welcomes and includes all employees. Prerequisite (must complete before registering): Principles of Management (MGMT\_1005), or equivalent Note: Management knowledge acquired through workplace or other types of organizational experiences may fulfill the prerequisite. This course was previously BME-213164 Diversity in the Workplace.

**Attributes:** Liberal

## **HRMS 3015 Human Resource Management (4 Credits)**

Students will examine the human resource management function and related activities. The course focuses on the strategic importance of this function for effective management and organizational success. Students will analyze the relationships among organizational strategies and HR policies/procedures. Topics include: job analysis and design, recruitment and selection, compensation and motivation, training and development, employee rights and discipline, and labor-management relations. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent This course was previously BME-213504 Human Resource Management and Development.

## **HRMS 3020 Human Resources Information System (4 Credits)**

The practice of Human Resource Management has evolved from one of being purely administrative and transactional to one of significant strategic importance and transformational value to organizations. Human Resource Information Systems combines human resources practices with information technology to effectively support organizations in pursuit of their objectives. Human Resource Information Systems are used for automating repetitive, administrative tasks; creating, delivering and tracking activities associated with the major HR practices and are essential tools for supporting decision making in the management of an organization's talent. This course was previously BME-213504 Human Resource Management and Development. Prerequisites: Principles of Management (MGMT 1005) or equivalent.

## **HRMS 3025 International Human Resources Management (4 Credits)**

This course examines the human resource function within organizations operating in multiple countries. Students learn how global corporations manage, develop, staff, reward and motivate employees from a range of different national contexts. The implications of the internationalization process for the HRM activities, practices and policies of multinational organizations are analyzed, especially expatriate management. The student will also examine how organizations that operate across international boundaries manage the different stresses of the drive for integration (being coherent across the world) and differentiation (being adaptive to local environments). Prerequisite (must complete before registering): Human Resource Management (HRMS 3015) This course was previously BME-213874 International Human Resource Management.

## **HRMS 3030 Labor Management Relations for Business (4 Credits)**

This study explores the nature, determinants and socioeconomic impact of collective bargaining and labor-management relations in the United States. Some of the topics students will explore include the historical development of the labor movement, union structure and administration, the collective bargaining process, the settlement of labor-management disputes, and administration of the contract. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent This course was previously BME-213654 Labor/Management Relations.

## **HRMS 3035 LGBTQ Workplace Issues (4 Credits)**

LGBTQ issues in the workplace have become multi-faceted, complex, dynamic, and increasingly important for leaders, Human Resource professionals, employees, managers and supervisors. Students will acquire a framework to understand how LGBTQ issues are human rights issues and how LGBTQ inclusion is a positive and strategic dimension of good organizational leadership and design. Students will learn about organizational heterosexism and homophobia, how it impacts the workplace, and how to create safe and inclusive environments for LGBTQ people. Students will acquire a framework to understand global issues related to LGBT rights in the workplace. This course should be listed in HRM and in GNS (Gender Studies). If you have already completed the 2 credit Selected Topics: LGBT Issues in the Workplace, you cannot take the 4-credit LGBTQ Workplace Issues course. There is substantial overlap between these two courses and students cannot include both in their degree plans. This course was previously BME 213714 LGBT Workplace Issues. Prerequisites: Foundation knowledge in human resources management and/or organizational behavior through courses/studies or experience..

**Attributes:** Liberal

**HRMS 3040 Staffing the Organization (4 Credits)**

This course will focus on the infrastructure, processes, and strategies for recruiting and selecting employees to meet the needs of an organization. Students will learn about the importance of staffing planning and become acquainted with models for conducting staffing planning. They will acquire knowledge about the legal and economic context of recruitment and selection and how to improve a manager's effectiveness in recruiting candidates. Students will learn about the benefits and drawbacks of internal versus external recruitment and selection; contemporary strategies for attracting candidates who have the necessary knowledge, skills, abilities and other qualifications needed; and how to create and extend job offers. Prerequisite (must complete before registering): Human Resource Management (HRMS 3015), or equivalent This course was previously BME-213854 Staffing the Organization.

**HRMS 3043 Training & Development (4 Credits)**

Training refers to a planned effort by an organization to facilitate employees' learning of job-related competencies. There are several forces that influence training including economic cycles, globalization, the organization's business strategy, changing demographics, diversity of the workforce, talent management, customer service and quality emphasis, new technology, and high-performance work systems. Training programs often focus on organization entry and socialization of new employees and on improving job competencies for individual and groups of employees. Development refers to formal education, interpersonal relationships, job experiences, and assessments of personalities and abilities that help employees to perform effectively in their current or future job and organization. Topics to be covered in the course include needs assessment, learning theories and program design, transfer of training, and training evaluation, the development planning process, models for career management, career management systems, the roles of employees, managers, and employers in the career management process. Notes: Students who have already taken Training & Development (HRMS 3050) independent study or online course should not enroll in this course. This course was previously BME-213704 The Learning Organization. Prerequisites: Human Resource Management HRMS 3015.

**HRMS 3110 Public Sector Labor Relations (4 Credits)**

In this course, students will examine public sector labor relations and the key similarities and differences between private sector and public sector labor relations. Students will study the historical development of public sector labor relations to better understand the current environment in which it exists. Students will analyze the connections among culture, law, work environment, economics, politics, and personalities and how these factors enhance and/or impeding public sector labor relations. Students will have the opportunity to examine these issues in particular sectors such as health care, education, and the protective services. Finally, students will assess and discuss the positive and negative ramifications of changes in labor relations for public sector workers, unions, and the employers with whom they interact. Notes: This course is offered online. HRMS 3110 is cross listed with LABR 3110. This course was previously BME-213664. Cross-listed with LABR 3110.

**HRMS 3996 Special Topics in HRMS (4 Credits)**

The content of this course will vary by term and section. Students may repeat this course for credit as long as the topic differs. Please refer to the Term Guide for course topic offerings.

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**HRMS 4005 Alternative Dispute Resolution in the Workplace (4 Credits)**

This course provides an in-depth analysis of the current status of dispute resolution in labor-management relations. The course covers the traditional methods of resolving conflicts arising under the labor agreement including the grievance process and arbitration. Students will also examine dispute resolution methods in non-unionized organizations including mediation, arbitration, non-binding evaluation, and other mixed and hybrid methods. Legal, historical, and economic viewpoints are considered. Topics include an examination of the grievance procedure; the role of each step in the grievance process; the subjects of disputes, particularly in labor arbitration; the role of third party neutrals, and evidence and procedure in presenting and deciding grievances. Course topics also include methods such as mediation, arbitration and hybrid methods often found in non-unionized organizations. Prerequisite (must complete before registering): Labor Mgmt Relations for Busn (HRMS 3030), or equivalent Notes: This course is also listed as Alternative Dispute Resolution (HRMS 4005). Students should not enroll in both Alternative Dispute Resolution (HRMS 4005) and DR in the Workplace (LABR 4005). This course was previously BME-214654 Dispute Resolution in the Workplace.

**HRMS 4010 Employment & Labor Law (4 Credits)**

This course focuses on the legal issues associated with employment-related actions and decisions. It covers both common and statutory law, including the regulation of labor-management relations under the National Labor Relations Act, as amended, the Railway Labor Act, and employment discrimination laws dealing with race, gender, religion, national origin, age, disability and affinity orientation. Students will also examine the employment-at-will doctrine, wrongful discharge, affirmative action, legal issues impacting employee performance, the right to privacy and other protections from employer intrusions and law governing health and safety, and income security. This course was previously BME-214874 Employment and Labor Law. Prerequisites: Human Resource Management HRMS 3015.

**HRMS 4015 Organization Development & Change (4 Credits)**

In this course, students will examine theories and applications associated with organization development and change with specific focus on improving organizational effectiveness. Topics include managing the challenges of planned and unplanned change, changing organizational culture with an understanding of ethical and value considerations, the role of the organization development practitioner; processes associated with organization change, employee empowerment, developing high performance teams and high performing systems, learning organizations, organizational transformation and an exploration of the trends and future of organizations. This course can serve as a capstone for students concentrating in Management and Human Resource Management with a focus on organization/workforce development. Prerequisites: Organizational Behavior (or equivalent) is required. Recommended courses/studies include Human Resource Management, Training and Development and/or Managerial Leadership (or equivalent). Students should have advanced-level critical thinking, writing and reading skills. Should be listed in both HRM and MGT. If this course is being considered as a capstone course, the assumption is that students are in their last enrollment and have successfully completed most of the BM&E requisite courses. This course was previously BME-214314 Organization Development and Change.

**HRMS 4020 Strategic Human Resource Management (4 Credits)**

Strategic Human Resource Management provides students with a critical understanding of the theories, principles, historical trends, current issues and practices relevant to human resource management strategy in organizations. By exploring the shifting of roles from administrator to strategic business advisor and partner, students will understand the unique strategic positioning of contemporary human resource management and the opportunities and advantages that a well- designed human resource management system presents for an organization and its stakeholders. This course can serve as a capstone for the Human Resource Management concentration. Prerequisites (must complete before registering): Staffing the Organization (HRMS 3040) and Compensation & Benefits (HRMS 3005), and an additional specialized course in an HRM topic such as labor-management relations, training and development or employment/labor law. Notes: A student may have acquired knowledge of one or more of the prerequisite courses through professional experience. This is a capstone course in HRM. This course was previously BME-214504 Strategic Human Resource Management.

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