

HUMAN RESOURCE MANAGEMENT (HURM)

HURM 3220 Human Resource Management

[3 credit hours]

Introduction to the field of human resource management. It is designed for students planning careers in human resources or those who simply wish to supplement their skills in personnel matters commonly of concern to all managers.

Term Offered: Spring, Summer, Fall

HURM 4640 Benefits, Health & Wellness

[3 credit hours]

Includes planning and administering mandatory and voluntary benefit programs, cost containment strategies and benefit communication programs. Development and administration of Employee Assistance Programs and employee wellness programs are also covered.

Prerequisites: HURM 3220 with a minimum grade of D-

Term Offered: Spring, Fall

HURM 4650 Compensation

[3 credit hours]

Design and administration of compensation systems, including job evaluation, skill-based pay, salary surveys, pay level decisions, pay structures, executive and special employee group compensation programs, and budget and administrative issues.

Prerequisites: HURM 3220 with a minimum grade of D-

Term Offered: Spring, Fall

HURM 4660 Planning, Selection, and Recruitment

[3 credit hours]

Covers aspects of human resource planning, including Affirmative Action and succession planning, developing legally defensible selection and recruitment methods, and career development.

Prerequisites: HURM 3220 with a minimum grade of D-

Term Offered: Spring, Fall

HURM 4710 Human Capital Performance and Development

[3 credit hours]

This course has been designed to give students the critical skills necessary to improve the performance of individuals and work groups in competitive, dynamic organizations. Specifically, the focus will be on HRM best practices in performance management and training and development that, when brought together, help to create competitive advantage with people.

Prerequisites: HURM 3220 with a minimum grade of C-

Term Offered: Spring, Fall

HURM 4800 Human Resource Information Systems

[3 credit hours]

Course covers issues and techniques related to human resource information systems, human resource analytics, performance metrics, and the integration of technology to create and sustain effective HRM practices that contribute to the effectiveness of organizations.

Prerequisites: HURM 3220 with a minimum grade of D- and BUAD 2020 with a minimum grade of D-

Term Offered: Spring, Fall