

HUMAN RESOURCE MANAGEMENT (HURM)

HURM 6700 Human Resource Management

[3 credit hours]

A survey of the functions and current trends in human resources management. Special emphasis on research methods, tools and techniques for in-depth understanding of problems and challenges faced by for-profit and not-for-profit organizations.

Term Offered: Summer, Fall

HURM 6710 Employment And Labor Law

[3 credit hours]

This course introduces the objectives, activities and practices involved in employment and labor law. It is designed for those pursuing careers in human resources or managers wishing to understand their responsibilities in this area.

Term Offered: Fall

HURM 6720 Advanced Negotiation and Conflict Management

[3 credit hours]

Course is designed to develop advanced skills in all phases of negotiation and conflict management strategies and techniques. The course is based on a series of simulated negotiations in a variety of contexts.

Term Offered: Spring, Fall

HURM 6730 Performance Management

[3 credit hours]

This course is designed to provide practical working knowledge of the processes of setting expectations, monitoring performance, coaching and developing employees, and assessing and rewarding good performance in rapidly changing organizations.

Term Offered: Spring, Fall

HURM 6750 Current Topics In Human Resource Management

[3 credit hours]

This course is designed to provide students with current viewpoints, challenges, practices and theories in human resource management. Conducted in a seminar format, the course will emphasize different aspects of HR management each time it is offered.

Prerequisites: HURM 6700 with a minimum grade of C

Term Offered: Spring, Summer, Fall

HURM 6760 Talent Management

[3 credit hours]

Talent management uses interconnected human resources to provide organizational benefits through developing a strategic approach to managing core talent encompassing recruiting, onboarding, training, performance management, and succession planning.

Term Offered: Spring, Fall

HURM 8700 Human Resource Management

[3 credit hours]

Introduces the objectives, activities, and practices involved in human resource management. Designed for both those pursuing careers in human resources or managers who wish to supplement their skills in this area. (Prerequisite: None)

HURM 8710 Employment and Labor Law

[3 credit hours]

Introduces the objectives, activities, and practices involved in employment and labor law. Designed for those pursuing careers in human resources or managers wishing to understand their responsibilities in this area.

HURM 8720 Employer-Employee Relations

[3 credit hours]

Course is designed to develop advanced skills in all phases of negotiation and conflict management strategies and techniques. The course is based on a series of simulated negotiations in a variety of contexts.

HURM 8730 Performance Management

[3 credit hours]

Course is designed to provide practical working knowledge of the processes of setting expectations, monitoring performance, coaching and developing employees, and assessing and rewarding good performance in rapidly changing organizations.

Prerequisites: HURM 6700 with a minimum grade of D- and HURM 8700 with a minimum grade of D-

HURM 8740 Human Resource Strategy and Metrics

[3 credit hours]

Focuses on the integration of human resource strategies with the strategies of the firm. Students will learn how to assess and measure human resource processes, programs, and outcomes.

Prerequisites: HURM 6700 with a minimum grade of D- and HURM 8700 with a minimum grade of D-

Term Offered: Spring

HURM 8750 Current Topics in Human Resource Management

[3 credit hours]

Course is designed to provide students with current viewpoints, challenges, practices, and theories in human resource management. Conducted in a seminar format, the course will emphasize different aspects of HR management each time it is offered.

Prerequisites: HURM 6700 with a minimum grade of D- and HURM 8700 with a minimum grade of D-

Term Offered: Fall

HURM 8760 Recruitment and Retention

[3 credit hours]

Talent management uses interconnected human resources to provide organizational benefits through developing a strategic approach to managing core talent encompassing recruiting, onboarding, training, performance management, and succession planning.

Prerequisites: HURM 8700 with a minimum grade of D-

Term Offered: Fall