Introduces the conceptual framework for EAPs. Examines the history of EAPs, their essential components, employee education and training, program modules, and EAP account management. Offers students an opportunity to learn about policy development, legal issues, pricing, and funding for EAPs.

HRM 0107. Addictions. 1.6 Hour.
Provides an overview of the concept of addiction from a disease model perspective. Includes discussion around alcoholism, drug dependence, eating disorders, gambling, obesity, and pornography addiction. Addresses screening instruments as well as current psychopharmacological treatments.

HRM 0301. Organizational Behavior. 2 Hours.
Examines individual learning and motivation, as well as interpersonal communication, conflict management, group roles and dynamics, and how to determine the levels of each factor. Organization members and leaders seek the elusive goals of a highly motivated, innovative workforce committed to ethical contribution to individuals and society. Uses techniques to analyze, apply knowledge, and develop personal insight and skills. Knowledge or prior experience in human resources recommended.

HRM 0590. SHRM Learning System. 3 Hours.
Offers HR professionals an opportunity to prepare for the PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) certification exams, as well as to gain a solid foundation and the comprehensive knowledge to effectively manage the HR challenges in today’s demanding workplace. The SHRM Learning System is offered in cooperation with the Society for Human Resource Management (SHRM).

HRM 0593. SHRM Learning System. 2.4 Hours.
Offers HR professionals an opportunity to prepare for the PHR (Professional in Human Resources) or SPHR (Senior Professional in Human Resources) certification exams, as well as to gain a solid foundation and the comprehensive knowledge to effectively manage the HR challenges in today’s demanding workplace. The SHRM Learning System is offered in cooperation with the Society for Human Resource Management (SHRM).

HRM 0594. SHRM Global. 3 Hours.
Offers students an opportunity to prepare for the Global Professional in Human Resources (GPHR) certification exam. The Society for Human Resource Management (SHRM) Global Learning System is a comprehensive test-preparation system for the GPHR exam and serves as a reference tool for HR professionals with international and cross-border responsibilities. Designed to maximize one’s experience, education, and skill set to provide students with the best chance to pass the GPHR exam.

HRM 1990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

HRM 2320. Human Resources Management. 3 Hours.
Examines and applies principles, practices, and current issues facing organizations as related to attracting, selecting, motivating, and keeping the most talented organizational members in today’s competitive environment. Focuses on human resource management strategy, organizational staffing, employee and labor relations, and organizational safety and security. Emphasizes current legal considerations and issues.

HRM 2990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

HRM 2990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

HRM 4896. Experiential Education Directed Study. 1-4 Hours.
Draws upon the student’s approved experiential activity and integrates it with study in the academic major.

HRM 4950. Seminar. 1-4 Hours.
Offers an in-depth study of selected topics.

HRM 4955. Project. 1-4 Hours.
Focuses on in-depth project in which a student conducts research or produces a product related to the student’s major field. May be repeated without limit.

HRM 4983. Topics. 1-4 Hours.
Covers special topics in human resources management. May be repeated without limit.

HRM 4990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

HRM 4990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

HRM 4991. Research. 1-4 Hours.
Offers students an opportunity to conduct research under faculty supervision.

HRM 4992. Directed Study. 1-4 Hours.
Offers independent work under the direction of members of the department on a chosen topic.

HRM 4993. Independent Study. 1-4 Hours.
Offers independent work under the direction of members of the department on a chosen topic.

HRM 4994. Internship. 1-4 Hours.
Provides students with an opportunity for internship work.

HRM 4995. Practicum. 1-4 Hours.
Provides eligible students with an opportunity for practical experience.

HRM 5976. Directed Study. 1-4 Hours.
Offers independent work under the direction of members of the department on a chosen topic.

HRM 5978. Independent Study. 1-4 Hours.
Offers independent work under the direction of members of the department on a chosen topic.

HRM 5984. Research. 1-4 Hours.
Offers students an opportunity to conduct research under faculty supervision.
HRM 6005. Creating a High-Performance Organization: Strategic Organizational and HRM Choices. 3 Hours.
Covers the choices that are critical and central to a growing organization and the role that HRM plays in the decision-making process. As our global and domestic environments grow more complex, organizations seeking excellence are faced with a myriad of strategic choices, and many of those choices are the responsibility of the HR manager. Major topics include motivation, perception, interpersonal communication, leadership, power and influence, decision making, group dynamics, team building, corporate culture, and socialization. Offers students an opportunity to learn how to motivate employees and create a team-based culture of support, learning, and renewal. Emphasizes the practical application of specific skills, theories, and concepts that empower students to become effective HR managers and leaders in their organizations.

HRM 6010. Total Compensation. 3 Hours.
Examines how leading organizations determine their merit and incentive plans, wage and salary structures, and compensation methods to give students a close-up look at team-based reward systems, flexible benefits plans, and indirect compensation. Designing the right mix of compensation and benefits is critical to attracting and retaining quality employees. Offers students an opportunity to explore new and emerging ways of constructing the compensation and benefits mix that provides the foundation and confidence they need to design innovative, comprehensive, and cost-effective benefits packages for their organizations.

HRM 6020. Strategic Recruitment, Training, and Performance Management. 3 Hours.
Offers students an opportunity to learn how to clarify an organization’s employee needs, as well as the best practices for attracting, developing, and retaining the right employees. A business strategy alone is not enough to provide an organization with the competitive edge. Success depends on hiring the right mix of people, a central role of the HR manager. Other topics include how to design and assess the selection process, determine training and retraining needs, and manage performance.

HRM 6030. Employee Rights and Employer Obligations. 3 Hours.
Examines the legal relationship between employer and employee. Addresses issues and topics such as discrimination, affirmative action, the Americans with Disabilities Act, sexual harassment, health and safety, AIDS in the workplace, compliance issues, and legal issues related to downsizing and terminations. Today’s HR manager works in a highly complex environment with constantly changing laws and legislation that govern employee rights and employer obligations.

HRM 6040. High-Performance Human Resources Systems and Development. 3 Hours.
Examines the critical role played by human resources in planning and managing talent within the organization. A twenty-first-century workplace defined by constant change has resulted in increased demands for HR managers to act as strategic planners and internal consultants within their organizations. Understanding business strategy, using data to understand and predict labor shortages, and creating employee development plans to manage labor shortages are critical needs in customer- and client-centered organizations. Linking human resource planning and employee development to the strategic business plan is vital to meeting changing organizational demands for adaptation and movement.

HRM 6045. Change, Challenge, and Competence. 3 Hours.
Covers cultural diversity, changing work/family patterns, worker burnout and stress, and the need for workplace flexibility. HR managers and professionals must address new tensions and challenges arising from employer demands for higher productivity within complex and increasingly competitive environments. Addresses these changes in the workplace, from internationalization to reorganization and the impact of downsizing.

HRM 6961. Internship. 1-4 Hours.
Provides students with an opportunity for internship work. May be repeated without limit.

HRM 6962. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

HRM 6964. Co-op. 0 Hours.
Provides eligible students with an opportunity for work experience.

HRM 6966. Practicum. 1-4 Hours.
Provides eligible students with an opportunity for practical experience.

HRM 6970. Seminar. 1-4 Hours.
Offers an in-depth study of selected topics.

HRM 6980. Capstone. 1-4 Hours.
Offers students an opportunity to integrate their course work, knowledge, and experiences into a capstone project.

HRM 6983. Topics. 1-4 Hours.
Covers special topics in human resources management. May be repeated without limit.

HRM 6995. Project. 1-4 Hours.
Focuses on in-depth project in which a student conducts research or produces a product related to the student’s major field. May be repeated without limit.