

Human Resources Management/ Development - UG (HRMD)

Courses

HRMD 314 Human Resource Management 3 Credits (3,0)

A comprehensive overview of relevant principles, processes, and practices as applied in organizations with focus on effectively managing human resources (HR) theories, philosophies, and functions; An in-depth study of the interrelationship of managers, organizational staff and/or specialists; Areas of concentration include human resource planning; recruitment and selection; training and development; compensation and benefits; safety and health; international HR, and managing HR in small and entrepreneurial firms.

Prerequisites: MGMT 201

HRMD 324 Aviation Labor Relations 3 Credits (3,0)

An investigation of labor-management relations with applications to the aviation and aerospace industries. Historical development of management-workforce public policy and laws. Current methodologies, processes and tools used to promote cooperative workforce relations, to resolve workforce conflicts, and to promote employee trust in high reliability organizations.

HRMD 482 Human Resources Training and Development 3 Credits (3,0)

This course introduces the student to the roles of training and development in the growth and success of organizations. Students will learn about current developments in training, research, and in practice, including the strategic role of training and the use of new technologies in training. The use of the ADDIE model, a systematic instructional design model, will provide a framework for effective training including (1) Analysis, (2) Design, (3) Development, (4) Implementation, and (5) Evaluation. Course material will delve into such specifics as needs assessment, learning and transfer design, employee development and career management.

Prerequisites: MGMT 201

HRMD 483 Compensation and Benefits 3 Credits (3,0)

This course introduces the student to the theoretical and practical bases of compensation and benefits. Importance will be placed on strategic role; in other words, how pay decisions help the organization achieve a competitive advantage and its goals. This course includes a systematic review and analysis of organizational reward systems. Total compensation systems include the environment as well as the impact of intrinsic rewards on employee motivation. Job analysis and performance appraisal will also be given emphasis.

Prerequisites: MGMT 201

HRMD 495 Staffing and Workforce Planning 3 Credits (3,0)

This course is designed to provide an overview of the strategic planning processes by which organizations staff positions with both internal and external applicants. The course's concentration will focus on the identifying and utilizing of forecasting tools involving personnel needs, recruitment strategies, and various applicant screening and interviewing techniques. Discussion topics will also include key legal compliance issues, HRM planning, job/competency analysis, engaging in an active diverse staffing pool, and the retention of personnel.

Prerequisites: MGMT 201