

HUMAN RESOURCES (HR)

HR-2204 Human Resources Management (3 Credits)

Requisite(s): BUS-1001 or PSY-1100

The study of current human resources administration in various types of organizations incorporating all aspects of human resources management, including recruitment, testing, placement, motivation, training, sensitivity training, cultural differences, governmental assistance and regulations, wage administration, employee benefits, and industrial judicial practices (grievances and arbitration).

Typically offered: All Sessions

HR-3310 Organizational Behavior (3 Credits)

Requisite(s): HR-2204

[Renumbered from HR 310] This course focuses on the fundamental concepts of psychology, sociology, cultural anthropology, and awareness of human behavior in organizational environments. Individual and group reactions, motivation, perception, leadership roles, personality dynamics, and stem culture differentiation are studied through an active learning process. Prerequisite: HR 2201. 3 credits. Offered as needed.

Typically offered: As Needed

HR-3312 DEI at the Workplace (3 Credits)

Requisite(s): HR-2204

The class teaches students how corporations foster diversity, equity, and inclusion (DEI) at the workplace as a core element of their corporate and people strategy to drive long-term shareholder value. Students will learn how corporations can develop inclusive talent management practices and set key performance indicators to track their DEI goals as a great place to work. The class will also discuss opportunities and challenges to apply DEI practices across all business functions and the supply chain, including Product Development, Sales & Marketing, and Finance.

Typically offered: As Needed

HR-3409 Indust Rel & Collect Bargng (3 Credits)

Requisite(s): HR-2204

The various factors, including legislation, involved in the negotiation of a contract between employers and employees; the aspects of the administration and interpretation of the contract are analyzed through actual contracts and cases involving portions of the contract, appropriate legislation, and administrative rulings.

Typically offered: Fall Only

HR-3410 Compensation (3 Credits)

Requisite(s): Take HR-2201;

This course examines the development and administration of wage and salary programs in all sectors. Topics include the flow of events that determine what financial rewards are provided. Other areas of study include the role of compensation in recruitment, retention, and promotion.

Typically offered: Spring Only

HR-3501 Organizational Leadership (3 Credits)

Requisite(s): HR-2204

Leaders have the capacity to influence others to take action towards achieving goals. In this class, we will explore contemporary leadership theories and models and examine leadership in organizations, politics, and society through real-world case examples as well as leader portrayals in film, television, and news media. We will discuss the differences and similarities between formal leaders with positional power as well as informal leaders who have developed personal power. We will consider the role of leadership in developing organizations that are ethical, inclusive, and proactive in engaging with shifts in their environments. Students will also build their own leadership capacity through self-assessment, reflection, and practice.

Typically offered: Spring Only