

HUMAN RESOURCES MANAGEMENT

COURSE REQUIREMENTS

REQUIRED HRMN COURSES

HRMN 3420 HUMAN RESOURCE MANAGEMENT (3). LEC. 3. Pr., junior standing. Coreq. MNGT 3100. Management of human resources dealing with selection, training, placement, appraisal, compensation, and employee representation. *Offered Fall, Spring, and Summer.*

HRMN 5470 EMPLOYEE COMPENSATION (3). LEC. 3. Pr. MNGT 3420. Modern compensation systems, strategic planning, wage and salary management, benefits administration and pay incentive development. *Offered Fall.*

HRMN 5510 HUMAN RESOURCE PLANNING, DEVELOPMENT, AND APPRAISAL (3). LEC. 3. Pr. MNGT 3420. Theory, practice and design of managerial systems in these functions. *Offered Summer, Fall.*

HRMN 5540 HUMAN RESOURCES SELECTION AND PLACEMENT (3). LEC. 3. Pr. STAT 2610, MNGT 3420. A review of contemporary issues involved in administering a program for selecting employees. *Offered Fall, Spring.*

MNGT 3460 ORGANIZATIONAL BEHAVIOR (3). LEC. 3. Pr., 2.2 GPA, junior standing. Coreq., MNGT 3100. Study, analysis and application of theories and techniques for understanding, predicting and managing human behavior in the organizational context.

HRMN ELECTIVES

MNGT 4100 MANAGEMENT IN GLOBAL BUSINESS ENVIRONMENT (3). LEC. 3. Pr. MNGT 3100. Issues unique to managing operations in the global business environment.

HRMN 4400 ORGANIZATIONAL DEVELOPMENT AND CHANGE (3). LEC. 3. Pr. MNGT 3100, MNGT 3460, MNGT 3420. The complexities involved in implementing change in organizations.

MNGT 4430 LABOR RELATIONS (3). LEC. 3. Pr. junior standing. General survey of the development of collective bargaining, major provisions of labor law and bargaining issues of craft and industrial unions.

MNGT 4610 INTERNATIONAL FIELD ANALYSIS PROJECT COURSE (3). LEC. 3. Pr. junior standing. Field analysis team projects with local or multinational organizations in a foreign county. Course will be taught in conjunction with COB International Studies Programs.

HRMN 4920 INTERNSHIP (1-6). INT. SU. Pr. MNGT 3100 and approval by departmental intern program committee. Course may be repeated for a maximum of 6 credit hours.

HRMN 5520 HUMAN RESOURCES AND ORGANIZATIONAL RESEARCH (3). LEC. 3. Pr., STAT 2610, HRMN 3420 or MNGT 3420, 2.2 GPA. Human resource problems studied through a project involving data collection, analysis and a research report. Spring.

HRMN 5550 HUMAN RESOURCE INFORMATION SYSTEMS (3). LEC. 3. Pr. MNGT 3420, junior standing. Importance, nature, and application of a modern human resource information system such as SAP Human Resource Module. Spring.

MNGT 5560 LEADERSHIP (3). LEC. 3. Pr. Junior standing. Facilitates the understanding of leadership and allows student to examine their own leadership behaviors.

ISMN 5670 SECURITY AND INFORMATION ASSURANCE (3). LEC. 3. Pr. junior standing or above. Fundamentals of computer security and information assurance from a management perspective. Exposure to security and information assurance topics such as security policies, confidentiality, and ethics. Organizational issues of security and methodologies for information assurance will be discussed from a managerial perspective.

ISMN 5690 KNOWLEDGE MANAGEMENT AND ORGANIZATIONAL LEARNING (3). LEC. 3. Pr. junior standing or above. Introduction to knowledge management and its role in organizational decision-making and learning. Studies of issues related to management, creation, and use of knowledge as well as issues related to system design and implementation.

ISMN 3140 INTRODUCTION TO MANAGEMENT INFORMATION SYSTEMS (2). LEC. 4. Pr. junior standing. The fundamental principles of the structure and management of information systems. **and SCMN 3150 OPERATIONS MANAGEMENT OF BUSINESS PROCESSES (2).** LEC. 2. Pr., 2.2 gpa, junior standing. Fundamental concepts, techniques and tools of business processes. Credit will not be given for both SCMN 3150 and MNGT 3150.

SCMN 5720 Quality & Process Improvement (3). LEC. 3, Pr., SCMN 3150 and STAT 2610. Fundamentals of process improvement; techniques for performing quality control functions; quality management systems. Credit will not be given for both SCMN 5720 and MNGT 5740.

ENFB 4140 ESSENTIALS OF ENTREPRENEURSHIP (3). LEC. 3. Pr. MNGT 3100, MKTG 3310, FINC 3610, ECON 2030. Application of basic business principles to the entrepreneurial environment. Spring.

NON-BUSINESS COURSES

(may be used for HRMN Electives*)

PSYC 2140 – RESEARCH METHODS IN PSYCHOLOGY
PSYC 2520 – PSYCHOLOGY OF GENDER
PSYC 3500 – APPLIED BEHAVIORAL ANALYSIS
PSYC 3520 – PSYCHOLOGY OF LEARNING
PSYC 3550 – PSYCHOLOGY OF CULTURES
PSYC 3570 – THEORIES OF PERSONALITY
PSYC 3580 – SOCIAL PSYCHOLOGY
SOCY 2200 – SOCIAL PSYCHOLOGY: SOCIOLOGICAL PERSPECTIVES
SOCY 3500 – MINORITY GROUPS
SOCY 3700 – METHODS OF SOCIAL RESEARCH
SOCY 4000 – SOCIALIZATION

***STUDENTS MUST FULFILL ALL PREREQUISITES BEFORE TAKING THESE ELECTIVES.**