

# Human Resource Mgmt (HRM) Courses

## **HRM5010 Human Resource Management**

This course provides students with an overall study of human resource management. Students learn about the different personnel management systems and how each is interdependent in supporting organizational strategy. Case studies and exercises are used to provide analogous scenarios for students to apply course knowledge.

Offered at Online, Providence  
3 Semester Credits

## **HRM5020 Labor and Employee Relations**

This course presents various labor and employment law issues that employers and employees confront in today's union and non-union corporate environments. The course surveys the effects of union organization and representation, collective bargaining negotiations, the grievance and arbitration processes, and the laws, agencies and issues impacting labor-management relations in the public and private sector. Also discussed are various other legal issues including privacy, wages and salaries, and employee misconduct.

Offered at Online, Providence  
3 Semester Credits

## **HRM5030 Strategic Compensation and Benefits**

This course reviews the fundamentals of wage and salary programs, including developing job descriptions, performing job evaluations, conducting salary surveys, adjusting pay structures, considering differentials and relating pay to performance. Benefit programs and related employee incentive and service programs are also covered. Ways to link performance to both monetary and non-monetary rewards are reviewed, including profit sharing, bonus plans, stock options, awards and special rewards for managerial personnel. Legislative restraints and tax treatments are discussed and behavioral theories are highlighted as they apply in this area.

Offered at Online, Providence  
3 Semester Credits

## **HRM5040 Organizational Training and Development**

This course examines the role of human resource development in organizations as a tool for enhancing employee performance and assisting organizations with managing change. Strategies for assessing, designing, implementing and evaluating training and organizational development initiatives that advance employee and organizational performance are analyzed. This course also explores the role of human resources in impacting executive leadership, line management and staff development. Other topics discussed include succession planning, on-boarding, orientation, performance appraisals and coaching.

Offered at Online, Providence  
3 Semester Credits

## **HRM5050 Strategic Recruiting, Retention and Succession**

This course addresses the legal, ethical and economic factors that affect recruitment, selection, placement and appraisal. Students distinguish among effective recruiting methods using internal and external selection processes. This course also discusses the requirements for a comprehensive job analysis and the development of job descriptions. Other topics discussed include organizational exit, retention, succession planning and employee records management.

Offered at Online, Providence  
3 Semester Credits

## **HRM5060 Human Resources in a Global Environment**

This course focuses on practicing human resource management within the global context. It asks students to look at the different approaches to global HR, specifically the question of local differentiation versus global standardization for multinational and global organizations. Additionally, this course introduces students to a comparative approach to human resource management, where differences in HR approaches across the globe are discussed.

Offered at Online, Providence  
3 Semester Credits

## **HRM6010 Advanced Organizational Behavior**

This course introduces students to research in psychology and its application to business management. Students cover different areas of psychology (social and personality) and study the potential impact this research has on managerial decisions. Students apply this study to decisions made within the human resource management systems.

Prerequisite(s): HRM5010, HRM5020, 6 additional credits completed in 5000 level HRM courses.  
Offered at Online, Providence  
3 Semester Credits

## **HRM6020 Human Resource Metrics and Statistical Research**

This course introduces students to the measurement and assessment of human resource initiatives. It provides students with an understanding of how to develop appropriate metrics to measure the impact of human resource management initiatives. These metrics include both qualitative and quantitative means, with a focus on ensuring a demonstrable return on investment for the organization. Students also study how to support and advocate for changes to these systems based on quantitative and qualitative measures.

Prerequisite(s): HRM5010, HRM5020, 6 additional credits completed in 5000 level HRM courses.  
Offered at Online, Providence  
3 Semester Credits

## **HRM6030 Organizational Change Management**

This course incorporates the literature concerning change management and its implementation. Students study the theory and research in change management. A part of this study is the understanding of change at both the organizational and individual levels. Students are also asked to apply this research as they develop human resource initiatives that support change initiatives.

Prerequisite(s): HRM5010, HRM5020, 6 additional credits completed in 5000 level HRM courses.  
Offered at Online, Providence  
3 Semester Credits

## **HRM6800 Human Resource Management Capstone**

This capstone course for human resource management integrates the knowledge and skills acquired through the program to examine how a human resource professional can impact employee and organizational performance, as well as the strategic management process. Many of the major areas in the human resource management field are revisited. Theories and best practices are analyzed for dealing with the dynamic circumstances organizations are confronting in the 21st century, many of which are significantly influenced by factors such as increasing globalization, employee mobility and constantly evolving laws and technology. Students further incorporate their knowledge and skills by developing a comprehensive, strategic human resources plan for an organization.

Prerequisite(s): HRM5010, HRM5020, HRM5030, HRM5040, HRM5050, HRM5060, HRM6010, HRM6020.  
Offered at Online, Providence  
3 Semester Credits