

HUMAN RESOURCE MANAGEMENT (HRM)

HRM 600 Development of Labor Relations 3 Credit hours

An historical survey of the organized labor movement in the United States and review of legislation affecting the American worker.

Attention is given to the industrial relations system of the United States as it relates to those of Western Europe and other nations. (PR: GSM admission or permission of GSM academic advisor)

Grade Mode: Normal Grading Mode

HRM 605 Human Resource Economics 3 Credit hours

Economic issues in the employment and compensation of labor. Topics emphasized include labor force composition and growth, structure and functioning of labor markets, unemployment, wage theories, wage levels and structures, the economic influence of unions, income distribution, and human capital models. (PR: ECN 253 or ECN 501 plus GSM admission)

Grade Mode: Normal Grading Mode

HRM 610 Collective Bargaining 3 Credit hours

A comprehensive survey of collective bargaining with special emphasis given to philosophy, structure and the process of negotiations. attention is also given to important developments and emerging trends in collective bargaining. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 615 Arbitration/Grievance Procedur 3 Credit hours

A study of grievance procedures and arbitration as formalized in labor-management relations, including an analysis of principles and practices of complaint handling, review of concepts and methodology in such grievance handling, review of the role of arbitration as a dispute resolution mechanism, utilization of factfinding and mediation as alternate mechanisms, the preparation and handling of materials in briefs or oral presentations, and the function or role of the arbitrator, impartial chairman, umpire, or similar neutral. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 625 HRIS and Knowledge Mgmt 3 Credit hours

The development, use, and impact of Human Resource Information Systems and the management of organizational knowledge including knowledge management systems, procedures, policies, and other issues.

Grade Mode: Normal Grading Mode

HRM 630 Labor Law 3 Credit hours

A survey and analysis of the labor relations law; examination of the extent to which the law regulates and protects concerted action by employees in the labor market; considerations and analysis of the legal framework within which collective bargaining occurs; and analysis of major aspects of employer-employee law, such as wrongful discharge, discrimination, and safety and health law. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 632 HR for Special Population 3 Credit hours

An introduction to disabilities focusing on adulthood and employment. The course includes a survey of disability laws, disabilities (physical, sensory, and cognitive), and workplace impacts (accessibility, assistive technology, accommodations).

Grade Mode: Normal Grading Mode

HRM 650 Industrial Psychology 3 Credit hours

Survey of the applications of psychological principles and of research methodologies to the various human problems in industry, such as personnel selection and appraisal; the organizational and social context of human work; the job and work situation; human errors, accidents, and safety; and the psychological aspects of consumer behavior. (PR: GSM admission)

Grade Mode: Normal Grading Mode

HRM 660 Adm of Compen/Fringe Benefits 3 Credit hours

The development and administration of wage and salary programs, and an analysis of both private and public health, welfare and pension plans. Topics investigated include motivation theory, factors influencing compensation levels, forms of compensation, including incentive plans and fringe benefits, a critical examination of financing, administration, and general effectiveness of the plans, special issues of managerial compensation, comparable worth, special and related issues. (PR: MGT 620 and GSM admission)

Grade Mode: Normal Grading Mode

HRM 670 Personnel Select & Trng 3 Credit hours

A study of the personnel employment and selection processes. Emphasis is placed on the rationale for selection and placement; the procedures and problems in recruitment and selection; and the use of tests, interviews, and other selection devices. Special attention is given to the criterion problem and legislation and/or governmental regulations affecting selection procedures. (PR: GSM admission)

Grade Mode: Normal Grading Mode

HRM 671 Human Resource Internship 3 Credit hours

Project-oriented experience in Human Resources intended for those students with insufficient experience in the field. (PR: Permission of program director and HRM 600)

Pre-req: HRM 600.

Grade Mode: Normal Grading Mode

HRM 675 Human Resource Devel & Trng 3 Credit hours

This course teaches students how to develop management training modules and materials. Students also learn and use advanced techniques in training design and group facilitation. (PR: GSM admission)

Grade Mode: Normal Grading Mode

HRM 680 Labor Rel in Public Empl 3 Credit hours

An examination of the development, practices and extent of collective bargaining between federal, state, and local governments and their employees. Emphasis is on the public issues related to sovereignty, unit determinations, impact on budgetary and financing processes, representation procedures, unfair practices, scope of bargaining, impasse resolution, and the strike. Some attention is devoted to the legal and ethical problems inherent in these issues. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 698 Independent Study in Ind Rel 1-3 Credit hours

Independent study of a specific nature under the supervision of a qualified faculty member. Hours of credit are determined by the magnitude of the project. (PR: Permission of division head or GSM academic advisor)

Grade Mode: Normal Grading Mode