

## **Human Resource Management Specialization Course Descriptions**

### **MGT 352. Human Resource Management (3)**

Prerequisite: Management 350.

Acquisition, development, maintenance, and termination of human resources in accordance to goals of the organization.

### **MGT 461. Human Resource Selection (3)**

Prerequisite: Management 352.

Employee selection and placement issues in organizations including strategic, legal, and measurement issues. Roles of recruitment, job analysis, and human resource planning in human resource selection process.

### **MGT 462. Compensation (3)**

Prerequisite: Management 352.

Wage and salary administration in organizations. Determinants of general wage and salary levels and structures. Total compensation systems, interrelationship among employee performance, intrinsic and extrinsic rewards, pay equity, and employee pay satisfaction.

### **MGT 463. Performance Management (3)**

Prerequisite: Management 352.

Definition, measurement, and evaluation of employee performance, development of employee skills, and implementation of a performance management system.

### **MGT 464. Legal Issues in Human Resources (3)**

Prerequisite: Management 352.

Employment law pertaining to human resource management such as selection, compensation, performance appraisal, training, labor relations, and occupational safety and health. Significant court rulings interpreting the law.

### **MGT 465. Labor Relations (3)**

Prerequisite: Management 352.

Employer-employee relationship in unionized settings, labor laws that apply in unionized settings, and an understanding of major components of labor relations; organizing process, negotiation, and contract administration.

### **MGT 466. International Human Resource Management (3)**

Prerequisite: Management 352.

Human resource issue facing multinational corporations including staffing, training and development, performance management, expatriation and repatriation, and compensation.

### **MGT 467. Diversity Issues (3)**

Prerequisite: Management 352.

Managing employees in a diverse workforce. Policy development for managing diversity. Legal issues in diversity.