

# Human Resource Management (HRM)

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## Courses

### HRM 4550. Human Resources Management. Units: 3

Quarter Prerequisite: MGMT 302 or PSYC 302, and the upper-division writing requirement

Policies related to human resources management: human resources planning, employee selection and development, performance appraisal, compensation, relationships with unionized employees, and collective bargaining. Formerly offered as HRM 455.

### HRM 4560. Staffing. Units: 3

Semester Prerequisite: HRM 4550 or PSYC 3355. Quarter Prerequisite: HRM 455 or PSYC 355

Theory and practice of employee selection, training, and performance appraisal. Formerly offered as HRM 456.

### HRM 4570. Industrial and Labor Relations. Units: 3

Quarter Prerequisite: HRM 455 or PSYC 355

Analysis of historical, political, legal, economic and managerial forces which lead to the development of labor unions and collective bargaining. Focus on legal rights of employees and managerial rights of employer. Involves case law and bargaining simulation. Formerly offered as HRM 457.

### HRM 4580. Employment Law. Units: 3

Semester Prerequisite: HRM 4550 or PSYC 3355. Quarter Prerequisite: HRM 455 or PSYC 355

An evaluation of fair employment practices in employment. Course emphasizes anti-discriminatory legislation and its application to employer-employee relationships. Formerly offered as HRM 458.

### HRM 4590. Human Resources Development. Units: 3

Semester Prerequisite: HRM 4550 or PSYC 3355. Quarter Prerequisite: HRM 455 or PSYC 355

Human resources development cover topics from learning and motivation theory, training needs assessment, employee orientation, and skills training to performance management and coaching. It will allow students to have a clear understanding of talent development concepts, processes, and practices. It also teaches students how to put these concepts into practice in a variety of organizations.

### HRM 4600. Compensation and Performance. Units: 3

Semester Prerequisite: HRM 4550 or PSYC 3355. Quarter Prerequisite: HRM 455 or PSYC 355

An examination of reward systems, both financial and non-financial, in the business enterprise. Financial rewards include the process of job analysis, job evaluation, and the market surveys with an emphasis on the firm's competitive strategy. Benefit administration and compensation systems for special groups are also presented. Various systems of performance management are studied, including individual employee performance appraisals. Formerly offered as HRM 460.

### HRM 4700. Strategic Human Resource Management. Units: 3

Semester Prerequisite: HRM 4550 or PSYC 3355 and HRM 4560 and HRM 4580. Quarter Prerequisite: HRM 455 or PSYC 355 and HRM 456 and HRM 458

Capstone course integrating human resource management materials acquired through the required concentration courses and addressing the strategic role of HR professionals in organizations. Formerly offered as HRM 470.

### HRM 5755. Internship. Unit: 1

Semester Prerequisite: Consent of college internship coordinator. Quarter Prerequisite: senior standing preferred; consent of instructor and the departments internship coordinator

Supervised work and study in private or public organizations. May be repeated for credit. A total of six units of Jack H. Brown College of Business and Public Administration 5753 or 5755 courses may be applied toward graduation. Graded credit/no credit.

### HRM 5915. Contemporary Topics in Human Resources Management. Unit: 1

Analysis and discussion of selected topics relevant to managing human resources effectively in the contemporary and dynamic business world. May be repeated for credit as topics change.

### HRM 5930. Contemporary Topics in Human Resources Management. Units: 3

Analysis and discussion of selected topics relevant to managing human resources effectively in the contemporary and dynamic business world. May be repeated for credit as topics change.

### HRM 5951. Independent Study. Unit: 1

Semester Prerequisite: Junior status, or graduate status  
Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Course is cross-listed across different departments within the college.

### HRM 5952. Independent Study. Units: 2

Semester Prerequisite: Junior status, or graduate status  
Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Formerly offered as 595B. Course is cross-listed across different departments within the college.

### **HRM 5953. Independent Study. Units: 3**

Semester Prerequisite: Junior status, or graduate status

Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Formerly offered as 595D. Course is cross-listed across different departments within the college.

### **HRM 5955. Independent Study. Unit: 1**

Semester Prerequisite: Junior status, or graduate status

Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Course is cross-listed across different departments within the college.