

HUMAN RESOURCES (HRCC)

HRCC 349 Employment Laws and Regulations

In this competency, students will learn the foundations of the U.S. Equal Employment Opportunity Commission beginning with its role and authority around hiring processes. There will be an exploration of federal and state regulations on diversity and the laws and compliancy that support diversity. Students will also assess EEO laws and regulations and be introduced to prohibited practices and discrimination laws. 1 credit.

HRCC 406 Workforce Diversity

In this course, you will explore the various characteristics that combine to create a diverse workforce culture by first identifying different types of diversity, the laws and compliancy that support them, and the overall value in workplace diversity and inclusion. You will be introduced to several examples of diversity and its management in work environments, and challenged to recognize its impact. 3 credits.

HRCC 430 Conflict Management

Students analyze the nature, types, and stages of conflict and conflict resolution. Focus is on conflict within and between persons, organizations, communities, and societies, with emphasis upon resolution techniques. 3 credits.

HRCC 445 Human Resource Management

Students are introduced to the study of human resources in organizations. Topics include workforce planning, job analysis, recruitment, selection, performance evaluation, training, and compensation. 3 credits.

HRCC 603 Globalization & Diversity

In this course, students will analyze and evaluate the impact of globalization and multiculturalism on organizational policies and practices within organizations. Topics include best practices to manage multicultural locations, understanding global cultures, managing a multi-generational workforce, and developing cultural intelligence. 3 credits.

HRCC 618 Career Management

Students learn how to design, implement, and sustain effective career development plans from the perspective of both the individual and the organization. Topics include creating and implementing a career development plan, linking career development with other systems within the human resources field, and the appropriate use of career assessment instruments as part of the self-assessment process. (Designed for transfer of military coursework only.) 3 credits.

HRCC 630 Conflict and Negotiation

Students analyze the nature, types and stages of conflict and conflict resolution, focusing on conflict within and between persons, groups, organizations, and societies. Negotiation and resolution techniques are examined and applied. 3 credits.

HRCC 646 Training and Development

In this course, you will demonstrate required skills and major practices in the training and development field. The focus includes managing the training function, roles of trainers, and assessing training. 3 credits.