

# HUMAN RESOURCES (HRCU)

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## HRCU 350 Compensation and Benefits

This course is designed to provide an understanding of compensation and employee benefit programs and practices and how and why employers provide benefits as they do. Employee benefits are a significant component of total compensation and offers employers added flexibility in compensation design. Topics include indirect and direct compensation, legally required employee benefits and voluntary programs, governmental regulations, and external social factors affecting compensation. 3 credits.

## HRCU 351 Workforce Planning and Employment

This course examines staffing, training, and organizational development techniques organizations use to build group and individual skills while tying anticipated results to improvement in organizational effectiveness. The course also focuses on policies and procedures for both short and long range human resources planning for a competent workforce, job analysis, legal compliance, recruitment and selection, employee separations' and retention, training and career management. 3 credits.

## HRCU 352 Labor Relations

This course will generate an understanding of and appreciation for core elements of union-management relationships. A thorough review of a model for the labor relations process will focus on real-world situations and concerns. 3 credits.

## HRCU 353 Performance Improvement

This course introduces performance improvement concepts and provides practice in the selection and development of strategies designed to maximize organizational performance. 3 credits.

## HRCU 406 Legal Issues in Human Resources

Students study legal issues associated with the administration of human resources in public and private sector organizations. The course focuses on human resource matters such as affirmative action, grievance handling, hiring and firing, labor relations, and health and safety. 3 credits.

## HRCU 415 Becoming an HR Strategist

This course focuses on developing the strategic capability of the HR professional. The course builds on 4 areas of HR strategy: 1) Pre-strategy blueprint, 2) Strategic HR Communications, 3) Integrating HR into the organization's vision and mission via the development of the HR vision and mission statement, and 4) the HR Scorecard. The course adds a component regarding HR leadership to assist the HR professional to acquire organizational leaders' acceptance of the HR strategies and bring added-value to their HR position. 3 credits.

## HRCU 430 Conflict Resolution

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.

## HRCU 445 Human Resource Studies

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

## HRCU 600 Human Resource Foundations

This course provides a systems approach to managing human resources in organizations. Topics include recruitment and selection, diversity, employment law, training and development, performance management, and reward systems. The Professional in Human Resources (PHR) certification may be used as a substitute for either HRCU 445 of HRCU 600. The SHRM Senior Certified Professional (SHRM-SCP) certification may be a substitute for this course. 3 credits.

## HRCU 602 Strategic Business Concepts and Human Resources

This course examines the strategic relationship between effective human resource management and core business functions through the application, analysis, best practices and evaluation of business and Human Resources partnerships. 3 credits.

## HRCU 603 Globalization and 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.

## HRCU 604 Workforce Planning

In this course students will examine the role and responsibilities of human resource professionals in workforce planning strategies that align workforce capabilities with current and future organizational needs. Topics include workforce planning and design, employee recruitment, staffing, onboarding, and exit management. 3 credits.

## HRCU 605 Talent Management

In this course students will examine the roles and responsibilities of human resource professionals in creating and implementing strategic approaches to managing employee performance as a means of maximizing productivity and retention. Topics include performance assessment, talent development, succession planning, and change management. 3 credits.

## HRCU 606 Strategic and Legal Leadership

This course focuses on building strategic leadership skills needed to align business needs with ethical and legal best practices in managing human resources. Concentration is placed on understanding the complexity of ethical decision making, and ensuring legal requirements are met in organizational policies and practices. 3 credits.

## HRCU 607 Total Rewards

This course focuses on the importance and value of total rewards programs that align with the organization's vision, mission and strategy. The design and implementation of total reward systems including competitive pay, benefit, recognition and work-life balance programs that attract, motivate and retain talent; are examined; contemporary trends and issues is emphasized. 3 credits.

## HRCU 612 Human Resources Management in Public Administration

This course provides a systems approach to managing human resources in public and nonprofit organizations. The history, environment and roles of human resources in public service are discussed in depth. Specific areas of focus include; job design, analysis and classification; recruitment and selection; determining salaries, wages and benefits; managing performance; discipline and dismissal; managing risk; unions and the collective bargaining process. 3 credits.

**HRCU 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.

**HRCU 622 Labor Relations and Collective Bargaining**

Students analyze the nature of industrial society and its changing dimensions as in the post-industrial era. Union organizing, collective bargaining and contract administration are emphasized. Problems related to technology, automation, environmental work/safety requirements, labor-management conflict, and affirmative action are discussed. 3 credits.

**HRCU 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.

**HRCU 650 Strategic Management of Human Resources**

**Prerequisites:** HRCU 600.

The purpose of this course is to provide a framework for designing a competitive people strategy through data-driven decisions and value-added propositions. Students will learn how to apply Human Resource (HR) analytics, assess the contribution of HR practices to business results, and make strategic recommendations. 3 credits.

**HRCU 699 Independent Research**

**Prerequisite:** Dean approval.

Supervised independent study or research on a special issue or program development affecting human resources management. 1-3 credits.