A Concentration in Human Resource Management

Human Resource Concentration Course Descriptions

In order to graduate with an MBA with a concentration in Human Resources Management, students are required to take the following four courses, in addition to the 12 standard courses required for the MBA.

BUSN 5341 Human Resources Selection and Placement

Prerequisite: BUSN 5340, Human Resources Management

Analyzes the processes by which the workforce is built that will enhance productivity and effectively implement business strategy. Examines the activities of identifying, attracting, and acquiring the optimum human assets who best fit the work needs and the organizational culture and who will enhance innovation and decision-making. Examines the processes by which human assets are retained and integrated into a firm’s operations so that cooperation and collaboration are maximized.

BUSN 5342 Human Resources Compensation and Development

Prerequisite: BUSN 5340, Human Resources Management

This course provides the business professional with an overall understanding of compensation and benefits, and the related environments in which they are practiced. Compensation system design, related criteria, and the selection and effective administration of employee benefits are among the areas highlighted. It addresses the ways in which both tangible and intangible forms of compensation may be used to motivate and reward employee performance. Additional attention is given to those future challenges that businesses will face in the arena of employee compensation and benefits. Students will have the opportunity to develop a compensation system, using a simulation aid that accompanies the course.

BUSN 5343 International Human Resources

Prerequisite: BUSN 5340, Human Resources Management

The study of human resources from an international perspective. Comparing industrial relations and HRM literature. Focusing on aspects of HRM in multinational firms.

BUSN 5344 Strategic Issues in Human Resources

Prerequisite: BUSN 5340, Human Resources Management

This course affects every aspect of the organization. This course addresses how to build measurement strategies for all HR activity so that the impact can be determined. A value-adding approach will be taken so that HR practitioners will be able to exhibit an understanding of the
business. This will include aspects that influence organizational quality, productivity, services, and profitability. HR will be assessed as a system within a system. Students will learn how to position HR as a strategic partner.