2022-23
ACADEMIC CATALOG



Midway University Course Catalog - Human Resource Management

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Human Resource Management

Human Resources Management - Human Resource Management

Type: Minor

The minor in Human Resource Management will equip students with the skills and knowledge to enter into the field of Human Resource Management.

Student Learning Outcomes

- Describe HRM function and its role supporting organizational strategy;
- Perform staffing functions such as job analysis, HR planning, recruiting, and talent selection;
- Structure appropriate and compelling compensation and reward plans that encourage performance and motivate employees;

- Describe the impact of corporate culture and atmosphere on downsizing, performing, disciplinary actions, grievances, and termination;
- Address legal and safety standards affecting employees.

Requirements

General Education Hours - 0

Elective Hours - 0

Total Hours to Complete - 18

Human Resources Management - Introduction to Human Resource Management - 3 hours

Human Resources Management - Strategic HR Management - 3 hours

Human Resources Management - Training and Development - 3 hours

Human Resources Management - Employment Law - 3 hours

Human Resources Management - Recruiting and Performance Management - 3 hours

Human Resources Management - Compensation Management - 3 hours

Human Resource Management

Courses

HRM 300 - Strategic HR Management

The richest and still largest untapped source of competitive advantage is an organization’s human capital. This course examines the link between an organization’s strategy and the human resources needed to execute it. Topics such as change management, mergers, outsourcing and insourcing are evaluated considering their impact on human resources. Prerequisite: BUS 290.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

Prerequisites:

- BUS 290 - Introduction to Human Resource Management

HRM 302 - Training and Development

Training is a key ingredient for success in today’s competitive world. Development of the workforce, from entry level through top management, is a responsibility of both the line manager and the human

resource professional. This course provides essential knowledge of training theory and its practical applications. It also seeks for students to understand the investment organizations make in the training and development of their workforce. Prerequisite: BUS 290.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

Prerequisites:

- BUS 290 - Introduction to Human Resource Management

HRM 303 - Employment Law

This course reviews and analyzes how employment laws enacted by the federal, state and local governments regulate the relationships between employers and employees. Students will gain an understanding of how to comply with employment law and possible remedy options when there is a violation of the law. Prerequisite: BUS 290.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

Prerequisites:

- BUS 290 - Introduction to Human Resource Management

HRM 401 - Recruiting and Performance Management

This course examines the rationale, the process and typical patterns of assessment in personnel decisions. This includes recruitment, selection and performance management. Topics such as career development and coaching will also be addressed. Prerequisite: BUS 290.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

Prerequisites:

- BUS 290 - Introduction to Human Resource Management

HRM 405 - Compensation Management

This course allows students to explore the art and science of compensation management and its role in promoting a company’s competitive advantage. This course addresses the use of compensation to motivate and reward employee performance, including statutory and voluntary benefits. Prerequisite: BUS 290.

Grade Basis: L
Credit hours: 3.0

Lecture hours: 3.0

Prerequisites:

- BUS 290 - Introduction to Human Resource Management

HRM 602 - Legal and Ethical Issues in Management

This class addresses employment law and employment decisions from a managerial perspective. It will show students how to manage effectively and efficiently, with full comprehension of the legal ramifications of their decisions. Students learn to analyze employment law facts using concrete examples of thorny management-related legal dilemmas. This class will provide various methods that can be used to reach a resolution, so that students understand how to make their own business decisions based on legal considerations.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

HRM 612 - Talent Management

This course will focus on the core processes of human resource planning, recruitment and selection. The course will provide students with a deeper understanding of the recruitment and selection process. Specific topics covered will include the development and administration of internal and external recruitment, HR planning, job analysis and selection systems. Throughout the course, the necessity for fair, just and legally compliant selection processes will be emphasized. In addition, the course will focus on the ways in which strategic talent acquisition can help a firm gain a competitive advantage. The course should be of interest not only to those who plan a career in the field of human resource management, but also to those who plan careers in any field where the recruitment and selection of people is a part of their core job responsibilities.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

HRM 622 - Strategic Performance Management

While organizations use a variety of resources to accomplish their objectives, the most important resource an organization should invest in is its employees. Without the work of employees, a competitive advantage can be neither achieved nor sustained. It is easy to conclude that focusing on the needs of employees is essential for employees to perform at their best and ensure the organization is successful. An employee-centric approach to doing business is instrumental for organizational success, and training and development is an important part of that approach. Because employees are fundamental to organizational success, they need to possess relevant knowledge, skills, and abilities (KSAs) to be able to compete in the 21st century job market. While the educational system can provide many of those KSAs for employees, the responsibility doesn’t rest entirely in secondary and postsecondary education. Employers should ensure their employees have the KSAs needed to do their job today and into the future. As well, employees should take the initiative to

ensure that they have the tools they need for the career they desire. Thus, a multi-pronged approach is required to guarantee that both the organization and its employees have what they need to develop and maintain their competitive advantage.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

HRM 632 - Strategic Reward Management

This course focuses on the various components that make up a total employee compensation package. Base pay, merit pay, and variable pay programs are covered. Students examine benefits including government regulation, group welfare plans, pension plans, and flexible benefit plans. Students will also explore the impact of current trends. The course is designed to provide the student with an in-depth understanding and practical ability to implement and explain an advanced compensation and benefits to management and employees of various organizations. Additionally, the course focuses on the management of employees within the laws and regulations set forth by the federal, local and state governments.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

HRM 642 - Data Driven Decision-Making

Hiring, developing, and retaining the right employees is crucial for success in modern organizations. People, data, and analytics is transforming how organizations recruit and develop talent. Hiring, training, and promotion practices increasingly relies on both economic principles and quantitative analysis. The purpose of this course is to put the student in the decision-maker role and present opportunities to practice making HR-related decisions while considering relevant HR concepts.

Grade Basis: L
Credit hours: 3.0
Lecture hours: 3.0

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