

# HUMAN RESOURCES (HRM)

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## **HRM330 Theory and Practice of Training and Development (3 course hours)**

This course studies the principles of training and development. Students will be introduced to industry norms, standards, and expectations, as well as learn to develop and evaluate a training event. This course also includes consideration of the role of training and development within organizational structure and strategy/goals.

Pre-requisites: LDB301

## **HRM351 Human Resource Management (3 course hours)**

This course studies the principles, theories and responsibilities needed to become a human resource professional. Students are introduced to key concepts and practical approaches to problem solving from a human resource perspective.

Pre-requisites: LDB301

## **HRM353 Legal Aspects of HR Management (3 course hours)**

This course explores the basic legal aspects of employer/employee relations as they relate to employee hiring and employee terminations. Students study various federal and state regulations, Title VII, the Civil Rights Act, the ADA, and sexual and age discrimination laws. These issues are examined from both the employer's perspective and the employees.

Pre-requisites: LDB301

## **HRM425 Employee Benefits and Compensation Management (3 course hours)**

This course examines the general structure of an organization and the rewards employees seek in exchange for their efforts and contributions. Topics covered include people and work; rewards and a motivating work environment.

Pre-requisites: LDB301