

McCoy College of Business Administration

Department of Management

Concentration in Human Resource Management

The following course is required:

MGT 4373 - Human Resource Management

A study of the principles of human resource management in public and private institutions with a focus on recruitment, selection and placement, performance appraisal and compensation. Prerequisite: [MGT 3303](#).

Select THREE of the following courses:

MGT 4377 – Labor Relations and Collective Bargaining (WI)

A study of unions and their impact on private and public employment. Examines union growth and governance, collective bargaining, contract negotiation and administration, and arbitration and mediation. Prerequisite: [MGT 4373](#).

MGT 4378 – Training and Development

This course is designed to develop theoretical and applied perspective on needs assessment, design, development, delivery and evaluation of training and development in organizational contexts. Prerequisite: [MGT 4373](#).

MGT 4379 – Organizational Staffing

A study of current theory and practice in the process of selecting the right employees for positions within the organization, including HR planning, EEO, job analysis, recruitment, and selection procedures. Prerequisite: [MGT 4373](#).

MGT 4380 – Compensation Management

A study of the compensation administration in public and private organizations, with stress on the determinants of general wage levels; job analysis and evaluation; incentive, merit, seniority, and executive compensation; fringe benefits, and wage and salary control. Prerequisite: [MGT 4373](#).

MGT 4390G – Cross-Cultural Human Relations

This course is designed to develop theoretical and applied perspectives on cross-cultural human relations within a variety of international business contexts. Prerequisite: [MGT 3303](#).

MGT 4390S – Business Contracts/Negotiation

This course focuses on techniques for the development and strategic planning required for successfully negotiating business contracts, negotiation skills, and conflict resolution issues/techniques. Prerequisite: [MGT 3303](#). Co-requisite: [MGT 4373](#).

MGT 4392 – Human Resource Management Internship

This course integrates professional and academic experience through internship with an external employer. Restrictions: Management majors with human resource management concentration only; enrollment subject to availability and approval; credit-pass/fail or grade at departmental election. Prerequisite: [MGT 4373](#), Permission of Instructor.

BLAW 3367 - Employment Law (Finance and Economics Department)

This course studies the legal developments in the workplace, with emphasis on attempts to maintain a proper balance between employees' interest in earning a livelihood and employers' interest in operating their business efficiently and profitably. Prerequisite: [PHIL 1320](#).