

Graduate Certificate: Human Resources Management (9 s.h.)

ECN 6240 Labor Economics 3 s.h.

Beginning from a broad survey of modern macroeconomic theory and introduction to the economics of labor, the course focuses on economic approaches to the various topics within the field of human resources management such as workforce demographics, productivity, employees, employee appraisal and reward, pay/compensation systems, training and development, and international HRM considerations.

MGT 5500 Human Resource Management and Development 3 s.h.

Theory and practice of Human Resources Management and Development in proprietary and not-for-profit organizations. Emphasis is placed on the relevant psychological and theoretical foundations for the "technologies" of HRM/D such as staffing, recruitment, selections, performance assessment, career development, education and training, labor relations, reward systems (special emphasis on compensation), employee health and safety. Discussion of contemporary management views and applications clarify the appropriate role of human resources within the organizational and business planning and operations.

MGT 6500 Contemporary Workforce Issues 3 s.h.

Prerequisites: MGT 5500 and ECN 6240. Summary survey course to the human resource cognate area, serving to identify both futuristic and global issues within human resources management which will most likely impact on strategic planning and management of a firm.