

Human Resources Courses

HRCB 100 - CBE - Orientation

Hours: 0

HRCB 301 - Principles of Human Resource Development

Hours: 3

This course provides an overview of the discipline and field of human resource development; focus is on how individuals and groups learn and interact with organizations including motivation, group dynamics, systems theory, organizational culture, and learning and change. The course also incorporates an overview of the domains within the field: training, organizational development, career development and performance management techniques.

HRCB 310 - Training, Recruitment and Staffing

Hours: 3

This course covers the selection, staffing methods and practices in organization, including evaluation of the impact of selection on individual and organizational performance. Topics such as labor market trends, job analysis, recruitment, interviewing, psychological testing, HR selection, decision making, retention management and labor relations are discussed.

HRCB 311 - Compensation and Benefits

Hours: 3

The design and management of organizational compensation and benefits programs, including the strategic role of rewards in individual and organization performance. Topics discussed include: wage and salary administration in public and private organizations; determinants of general wage and salary levels and structures; total compensation systems, interrelationship among employee performance, intrinsic and extrinsic rewards, perceived equitable payments, and employee satisfaction.

HRCB 315 - Dynamics of Organizational Behavior: People, Process, and Performance

Hours: 3

This course provides a comprehensive exploration of organizational behavior within the context of human resources development. The course utilizes theories and concepts to offer a multifaceted understanding of workplace dynamics. Through case studies and applied projects, students will develop critical thinking skills and practical strategies for navigating the complexities of modern organizations. Special emphasis will be placed on the role of human resources professionals in shaping organizational behavior and fostering positive work environments. Prerequisite HRCB 301.

HRCB 400 - Training and Development

Hours: 3

This course provides practical and theoretical approaches to the role of learning, as well as training and development of employees in an organization. Provides an overview of the process of planning, designing and implementing training and development in a variety of settings. Students will apply an evidence-based approach for evaluating and managing quality training programs in organizations.

HRCB 410 - Ethics and Legal Issues in Human Resource Development

Hours: 3

Overview of labor law, rights of employers and unions in organizing and bargaining, grievance processing, arbitration, and collective bargaining strategy and tactics. Explore employer-employee relationships, regulation of discriminatory practices in employment (i.e., Title VII, the 1964 Civil Rights Act, and other statutes) regulation of the employment environment, and testing and evaluation of employee job performance. Reviews the role of HR in advising others, but also presents ethical issues faced by HR professionals.

HRCB 411 - Conflict Management & Resolution

Hours: 3

This course is an introduction to the principles and methods of negotiation and conflict resolution that come about due to interpersonal and inter-group conflict. Explores the major theories, models, and concepts of bargaining and negotiation and introduces the topics of mediation and alternative dispute resolution.

HRCB 420 - Fostering Inclusive Workplaces: Diversity and Equity in Human Resources

Hours: 3

This comprehensive course explores the critical role of diversity, equity, and inclusion (DEI) in modern organizations, with a specific focus on human resources management. Students will examine both visible diversity characteristics (such as race, gender, age, and ethnicity) and invisible diversity attributes (including functional background, religious beliefs, sexual orientation, and educational background) to understand their impact on workplace dynamics and organizational outcomes. This course will equip students with the knowledge and skills necessary to foster inclusive workplaces, leverage diversity for productive outcomes, and navigate the complex landscape of DEI in human resources management. Prerequisites HRCB 301, HRCB 310, HRCB 410.

HRCB 450 - Career Development, Coaching and Mentorship

Hours: 3

This course covers topics on evolving career development theories. Focus will be placed on skills training, coaching and mentoring, leadership training and motivational techniques for employees at all stages of their career.

HRCB 499 - Capstone

Hours: 3

An integrated perspective of the opportunities and challenges in human resource development. Special consideration on adult learning and the integration of technology into training efforts. Students will have the opportunity to integrate their knowledge of their Applied Major courses to propose interventions for organizations through practical applications as final preparation for entering the workforce.