

HUMAN RESOURCES MANAGEMENT (HRMT)

HRMT 375 - Total Compensation Management, 3 credits.

Great people power great businesses, but attracting and retaining top talent requires companies to offer competitive compensation packages. This course will help you develop knowledge and skills in the development and evaluation of pay structures and benefits packages. You'll also learn how total compensation issues affect every manager in an organization and analyze processes and procedures to create effective compensation plans. This online class has optional live sessions. (RIZE Course: HRM II - Total Compensation Management).

Frequency: *Every Year - First Semester*

Prerequisites: BUSN 339

HRMT 395 - Human Resource Management Internship, 1-8 credits.

Human resource management academic internship. Open only to those with a Human Resource Management concentration or minor.

Frequency: *Every Semester*

HRMT 401 - Training & Development, 3 credits.

Training & Development are key to building an empowered and motivated workforce. This course will help you build knowledge and skill in the design, development, delivery, and evaluation of organizational training. You'll also learn how to create effective performance improvement programs, a vital resource in talent retention that is often overlooked. Lastly, you'll get hands on experience, by producing your own sample training plan. This online course has optional live sessions. (RIZE Course: HRM I - Training & Development).

Frequency: *Every Year - Second Semester*

Prerequisites: BUSN 339

HRMT 406 - Employment and Labor Law, 3 credits.

This course is an overview of laws and regulations that determine the rights and obligations of employees and employers. You'll learn about the nature of the employment relationship, common law principles, prohibitions against discrimination, wage law, specific governmental acts, and other areas of labor and employment law. By the end of this course you will become familiar with the federal and state laws that govern employment. This online class has optional live sessions. (RIZE Course: HRM III - Employment and Labor Law).

Frequency: *Every Year - First Semester*

Prerequisites: BUSN 305 and BUSN 339

HRMT 409 - Human Resource Risk Management, 3 credits.

This course will examine the scope and role of HR in the occupational health and safety arena, the fundamental components of comprehensive programs, and more importantly, the interplay between these considerations and how important HR professionals are in their success. Topics covered include OSHA requirements, risk management and loss prevention, management of safety and workers' compensation, employee assistance plans, preventative health issues, emergency response and preparedness, and developing a culture of safety, amongst others. There will be focus on the fundamental components of a comprehensive health and safety program to protect the employees in an organization and costly liability. This online class has optional live sessions. (RIZE Course: HRM IV - Human Resource Risk Management).

Frequency: *Every Year - Second Semester*

Prerequisites: BUSN 339 and HRMT 406