

# Human Resource Management

## Contact Information

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## Master of Science - Human Resource Management

### Graduate Certificates

- Graduate Certificate in Human Resource Management

## Master of Science - Human Resource Management

### Advising:

New students must contact the department office for initial advising to plan a program of study that reflects their interests and satisfies degree requirements. All students are strongly encouraged to consult an academic advisor before enrolling in course work for any academic team.

### Grading Policy:

To be eligible to graduate with a Master's in Human Resource Management (MSHRM) degree, a cumulative GPA of 3.0 or better is required for all MSHRM core and elective course work (30 total credit hours)

### NOTE:

Students also should refer to the campus policy on Grades Acceptable Toward Master's Degree, section of this catalog.

## Degree Requirements

### Prerequisite Courses

ECO 213	Statistics for Business and Economics (Must be taken before or during student's first semester of core course work.)	3
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### Core Courses

BUS 551	Human Resource Management	3
MGT 532	Performance Management	3
MGT 536	Human Resource Analytics (Pre-req: ECO 213 or Equivalent and BUS 551)	3
MGT 538	Strategic Human Resource Management (Capstone course-Closure requirement *)	3

### Elective Courses (Choose five from the list below) 15

BUS 541	Organizational Behavior	
BUS 552	Power	
BUS 560	Topics in Human Resource Management	
MGT 534	International Human Resource Management	
MGT 572	Compensation/Benefit Systems	
MGT 575	HR Information Systems	
PAD 511	Collective Bargaining	

PAD 568 Labor Arbitration and Dispute Resolution

**Total Hours 30**

- 1 Students must complete MGT 538 at UIS with a grade of B (3.0) or better. A grade of B- or lower is not acceptable in this course.
- 2 Any level course within the College (ACC/BUS/MGT/MIS) is an acceptable elective except MIS 513. (Prerequisites will apply). Any elective from another college requires approval with a Student Petition.

## \*\*Master's Closure

MGT 538 is the graduate closure course consistent with campus policy on completion of a master's degree. This policy requires that students not completing MGT 538 must continue to enroll in BUS 584 (zero credit hours, one hour billable) each semester (fall/spring) until the course requirements are met.

## Graduate Certificates

- Graduate Certificate in Human Resource Management

The online degree allows students to participate in dynamic, diverse, and interactive online learning communities and to complete their degrees via the Internet. The online format enables them to complete course work using the latest networked information technologies for increased access to educational resources, advisors, and materials with no on-campus visits required. The online degree follows the same curriculum as the on-campus degree. For more information on the admission process, please check out the How to Apply and/or Apply Today links.

## Courses

### MGT 310. Managing Organizational Behavior. 3 Hours.

(CBM Core Course) Examines and analyzes the organization and the organizational environment as a social system. The impact of its various components on individuals and groups within the organization will also be considered. Topics include individual differences, perceptions, attitudes, emotions, motivation, performance, job design, culture, innovation, change, strategy and structure, and leadership. Course Information: Enrollment requires completion of at least 48 hours of college level coursework.

### MGT 330. Business and Managerial Communication. 3 Hours.

Application of business and managerial communication skills necessary for success in organizations will be studied and practiced. Identifying features of communication processes at various levels in an organization, nonverbal communication, written communication in business contexts, communication in social media and making oral presentations with an emphasis on analysis and evidence-based arguments.

### MGT 371. Social Responsibility and Ethics: Corporate and Public. 3 Hours.

Theories and applications of social responsibility and ethical issues related to the corporate, governmental, and nonprofit sectors. Areas covered include consumerism, ecology, labor relations, diversity, government regulations, philanthropy, and stockholder/stakeholder relations. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 390. Topics in Management. 1-4 Hours.**

Each topic covers a different managerial concept and may include an intensive workshop. May be repeated for an indefinite number of hours, but particular topics must differ.

**MGT 422. Negotiation. 3 Hours.**

Theories and applications of negotiation as related to conflict resolution between individuals within organizations. Examines how people think about, approach, and behave in negotiations. Examines common biases in planning and negotiation behavior and decision making, issues negotiating interpersonally between groups vs. between individuals, methods of influence used in negotiations, and best practices. Simulation activity fees may be required. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 431. Human Resource Management. 3 Hours.**

Theories and applications of the leadership and development of people in organizations. Topics include human resource planning, recruitment, selection, orientation, training, career development, performance appraisal, compensation, incentives, union-management relations, ethics, diversity, and succession planning. Course Information: Prerequisite: MGT 310 or equivalent or graduate level standing.

**MGT 441. Organization Development. 3 Hours.**

Theories and applications of organizational change and development as related to the leadership of change in organizations. Topics include resistance to change, diagnosis, change strategies, interventions, group development, team building, organizational culture, ethics, diversity, the external environment, and socio-technical issues. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 444. ECCE: Work, Family and Community: A U. S. Perspective. 3 Hours.**

This course is designed to examine and debate critical challenges facing individuals, families, employers and communities in managing the changing demands of work, family and life. (Family is construed broadly to include all significant non-work relationships.) Gender, socio-economic, legal public policy, corporate and individual perspectives will be considered. Course Information: This course fulfills an Engaged Citizenship Common Experience requirement at UIS in the area of U.S. Communities.

**MGT 458. Quality Management. 3 Hours.**

Examines the theory, history, and management of quality management programs in business organizations in the U.S. and abroad. The primary focus will be on the management of quality in the areas of operations and human resources in manufacturing and service industries. Course Information: Same as BUS 458. Prerequisite: MGT 310 or equivalent.

**MGT 461. Organization Theory. 3 Hours.**

Theories and applications of organization theory relative to the design of organizational structure. Topics include organizational analysis, structure, culture, technology, organization size and life cycle, mechanistic and organic organizations, organizational effectiveness, measuring organizational performance, conflict, power, politics, external environment, ethics, and diversity. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 463. Report Writing For Managers. 3 Hours.**

Develops expertise in report writing according to individual needs. Emphasis on techniques of planning, organizing, writing, and editing. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 471. Human Resources Planning and Staffing. 3 Hours.**

Addresses organizational analysis, job analysis and its impact on other HR functions (i.e. recruitment, and selection, performance appraisal, compensation), determining employee staffing levels, recruitment processes and sources to maximize the number of qualified applicants for positions, and effective selection techniques. Course Information: Same as BUS 471. Prerequisites: MGT 431, or instructor approval.

**MGT 472. Compensation and Benefit Strategies. 3 Hours.**

Exploration of total compensation in support of organizational strategy. Evaluation of components of total compensation with respect to whether they appropriately influence behavior in light of four questions. Do people join an organization because of pay? Do people stay or leave because of pay? Do people perform better because of pay? Do people more readily agree to develop relevant job skills because of pay? Course Information: Same as BUS 472. Prerequisites: MGT 431 or instructor approval.

**MGT 473. Employee Appraisal and Development. 3 Hours.**

Examines processes by which organizations and managers provide feedback and develop employee talents to their maximum potential. Topics include needs assessment, employee performance appraisal, career planning, and training. Course Information: Same as BUS 473. Prerequisites: MGT 431 or instructor approval.

**MGT 474. Leadership And Motivation. 3 Hours.**

Major leadership theories, characteristics of leaders, leadership styles, delegation, decision-making, communication, and subordinate development examined. Motivational methods and techniques studied as potential tools for those assuming leadership roles. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 475. Human Resource Analytics. 3 Hours.**

Examines tools for data analysis to inform HRM decision-making. Conceptual HRM models and statistical techniques for the analysis of HRM data are applied to core HRM areas such as diversity, recruitment, selection, training, performance management, and interventions. Emphasis is on conducting analyses, interpreting results, and presenting findings to key stakeholders. Course Information: Prerequisites: ECO 213 and MGT 431.

**MGT 481. Management Applications. 1-8 Hours.**

Provides students with an opportunity to complete an internship and develop a project applying their management skills and knowledge in an organizational setting. Includes both seminar and actual field experience. Recommended for management majors who elect to take an applied study term. Course Information: May be repeated to a maximum of 8 hours. Prerequisite: Three management core courses.

**MGT 485. International Management. 3 Hours.**

Gives a perspective of the global marketplace, compares the management of similar companies in different nations, analyzes public/private sector relationships, and examines the social and economic impact of various internal and external cross-border issues. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 486. Group Management Techniques. 3 Hours.**

Issues and applications related to the management of group formation and development. Primary focus on the knowledge and skills needed to transform groups into effective teams. Additional topics will relate to the management of the interdependencies needed to design and implement team-based organizations. An outdoors experiential learning fee may be required. Course Information: Prerequisite: MGT 310 or equivalent.

**MGT 488. Strategic Management: The Capstone. 3 Hours.**

(CBM Core Course) This course integrates concepts from CBM core courses to study key issues facing top managers and management teams. Students will analyze industry environments, evaluate sources of competitive advantage and develop business and corporate level strategies using case studies. Course Information: Prerequisite: All college core courses and within 12 hours of graduation or during the student's last semester.

**MGT 490. Topics in Managerial Concepts and Skills. 1-4 Hours.**

Each topic covers a different managerial concept and includes an intensive workshop. Course Information: Prerequisite: MGT 310 or equivalent. May be repeated for an indefinite number of hours, but particular topics must differ.

**MGT 499. Tutorial In Management. 1-4 Hours.**

Intended to supplement, not supplant, regular course offerings. Students interested in a tutorial must secure the consent of the faculty member concerned before registration and submit any required documentation to him or her. Course Information: May be repeated to a maximum of 4 hours.

**MGT 531. Acquiring and Developing Talent. 3 Hours.**

Beginning with a strategic overview of the organization, this course will use concepts and tools involving organizational analysis, job analysis, workforce planning, recruitment strategies and selection techniques to effectively acquire and develop talent. Employment law within the legal and social context of the organization and organizational entry transition issues will also be examined. Course Information: Prerequisite: MGT 431 or BUS 541 or equivalent.

**MGT 532. Performance Management. 3 Hours.**

Examination of key human resource concepts and tools that enhance organizational performance. Topics covered include: performance management, employee training and development, employee and labor relations, managing diverse organizations, total compensation, and risk management (occupational health, safety, and security). Course Information: Prerequisite: MGT 431 or BUS 541 or equivalent.

**MGT 534. International Human Resource Management. 3 Hours.**

This course explores culture, sourcing HR for global markets, international training and development, compensation and benefits across countries, international organizations and their structures, international assignment management, and the legal and regulatory considerations faced by global organizations. Course Information: Prerequisites: BUS 551.

**MGT 536. Human Resource Analytics. 3 Hours.**

This course examines tools and techniques for data analysis to inform human resource management (HRM) decision-making. Conceptual models and statistical techniques for HRM data analytics will be applied to core HRM areas including workforce recruitment, selection, training, employee engagement, performance management, and interventions for evidence-based HR strategies. Course Information: Prerequisites: ECO 213 and BUS 551.

**MGT 538. Strategic Human Resource Management. 3 Hours.**

Beginning with the process of aligning human resource and business strategies, this course considers the overall design of the human resource management infrastructure to enable optimal employee performance relative to the strategic goals of the organization. Topics considered include globalization, outsourcing, change management, leadership, team building, and communication skills. Consideration will also be given to differences in HRM strategy related to the size and lifecycle of the organization. Course Information: Prerequisite: MGT 431 or BUS 541 or equivalent.

**MGT 550. Entrepreneurship. 3 Hours.**

This course focuses on how opportunities are created, discovered and recognized. Students are introduced to the concepts of "entrepreneurial thinking" and entrepreneurial decision making in both pre-venture stages and also in established firms to build a foundation of study in the area of entrepreneurship. Course Information: Prerequisite: BUS 501 or equivalent.

**MGT 555. Small Business and Family Business Management. 3 Hours.**

This course explores the role of small business and family businesses (including franchising) in the economy. Topics include: distinctive characteristics of managing small business, issues in marketing finance and sustaining the growth of small business, unique characteristics of family business, family business succession and nurturing entrepreneurship beyond the first generation. Course Information: Prerequisite: BUS 501 or equivalent.

**MGT 556. Entrepreneurial Finance. 3 Hours.**

This course focuses on the financing of new ventures beginning from the start-up stage to IPO stage. Emphasis is placed on the choice of financing to the entrepreneur in addition to the details of venture capital financing for the perspective of venture capitalists. Topics include: working capital and cash flow objectives, valuation methods, risk adoption, and risk dispersion. Course Information: Prerequisite: BUS 501 or equivalent.

**MGT 572. Compensation/Benefit Systems. 3 Hours.**

Exploration of total compensation in support of organizational strategy. Evaluation of components of compensation and benefit systems with respect to how they influence employee behavior. Examines different philosophies of motivation and valuation of human capital. Course Information: Prerequisites: MGT 431 or BUS 551 or equivalent.

**MGT 575. HR Information Systems. 3 Hours.**

Examine HR information concepts, systems, technologies, & practices in organizations, including systems security, privacy & legal implications. Apply HR systems to performance management, compensation/benefits, planning/recruiting, employment relations, talent management, & enterprise computing needs. Needs analysis, selection, evaluation & implementation to choose an appropriate solution will be examined. Course Information: Prerequisites: BUS 551.