MANAGEMENT & HUMAN RESOURCES (MHR)

MHR 204 (s) Special Topics
Credit arranged

MHR 298 (s) Internship
1-3 credits, max 6

MHR 299 (s) Directed Study
Credit arranged

MHR 310 Leading Organizations and People
3 credits
Great leaders are made, not born. This course prepares students to effectively acquire and deploy human capital, lead individuals and teams, inspire and motivate people to perform the tasks needed to achieve ambitious goals, and inspire innovation. Includes international and ethical issues. May involve evening exams and presentation practices.
Prereq: ACCT 201 or ACCT 202, BUS 190, and ECON 201 or ECON 202 or ECON 272

MHR 311 Introduction to Management
3 credits
Planning, organizing resources, leadership, and control in small organizations, large businesses, family businesses and start-ups; evolution of philosophies of management, decision making, motivation, human relations, and communication; organizational behavior and theory; history and present management practices, showing interrelationships between the needs and expectations of the individual, the organization, and society. May involve evening exams.

MHR 398 (s) Internship
1-3 credits, max 6

MHR 404 (s) Special Topics
Credit arranged

MHR 411 Acquiring Human Capital
3 credits
An organization's ability to develop and sustain a competitive advantage through human resources begins with successfully attracting and acquiring talented and motivated human capital. This course addresses recruitment and selection practices and their theoretical underpinnings, including such topics as individual differences theories, decision-making heuristics and biases, human perception, staffing strategies, human resource planning, strategic human resource management, EEO and legal issues, job analysis and competency modeling, recruitment methods, selection techniques, and selection validation.
Prereq: MHR 310

MHR 412 Human Resource Management
3 credits
Human resource/personnel management functions including recruitment, training, compensation, performance appraisal, health and safety, labor relations, and legal issues.
Prereq: BLAW 265; and MHR 310 or MHR 311

MHR 413 Organizational Behavior
3 credits
Micro-oriented treatment of areas including communication, motivation, group process, conflict, leadership style.
Prereq: AGEC 278, MHR 310, or MHR 311

MHR 414 Managing Reward Systems
3 credits
A key factor in accomplishing organizational goals is the ability to retain and motivate talented human resources. This course addresses compensation and benefits practices and their theoretical underpinnings, including such topics as motivation theories (e.g., equity theory), learning theories, job evaluation, monetary-nonmonetary reward programs, individual, group and organizational incentives.
Prereq: MHR 310

MHR 417 Deploying and Developing Human Capital
3 credits
Managers work with and through others to achieve organizational goals; therefore, managers must be able to assess and develop an organization's human resources. This course addresses training, development and performance management practices and their theoretical underpinnings, including such topics as motivation theories (e.g., goal setting theory, expectancy theory), learning theories, leadership, employee orientation, needs assessment, training and development methods, evaluating training effectiveness, performance measurement, the HR Scorecard, and delivering performance feedback.
Prereq: MHR 310

MHR 441 Managing Organization Design and Leading Changes
3 credits
In order for an organization to develop and sustain a source of competitive advantage management must maintain a fit between an organization's strategy and its structure. This course addresses organization design and change practices that are used to integrate an organization's strategy with its people, positions, procedures, processes, culture, technology and or elements that comprise the organization and their theoretical underpinnings; including topics such as the Balanced Scorecard, open systems, organizational effectiveness, organizational technology, organization design for the global environment, power and politics, problem diagnosis, change implementation, resistance to change, the role of change agents, and changing the ethical climate.
Prereq: MHR 310 or MHR 311

MHR 441 Maintaining Employee and Labor Relations
3 credits
Effective employer-employee relationships contribute to successful productivity, motivation, morale and retention. This course addresses employee and labor relations practices and their theoretical underpinnings, including such topics organizational culture and climate, intergroup conflict, communication, conflict resolution, investigating and resolving complaints, unionization and collective bargaining, applying and interpreting employment and labor laws, and maintaining positive relationships.
Prereq: MHR 310 or MHR 311

MHR 499 (s) Directed Study
Credit arranged

MHR 513 Leadership and Organizational Behavior
3 credits
Micro-oriented treatment of areas including communication, motivation, group process, conflict, leadership style.