

Human Resources (HURE)

HURE 3001 Management of Human Resources (3 credits)

Issues concerning the effective use and equitable treatment of employees. How human resource management activities are influenced by the economy, laws, unions, organizational strategies and human behavior. The analysis of management activities such as recruitment and selection, training and development, pay and benefits, labor relations, performance assessment, discipline and due process. How these activities affect the attraction, retention, performance and satisfaction of employees.

Prerequisite: BUAD 1001; OR HURE Minor, CCOM Major or Minor, Public History Minor.

Level of Study: Undergraduate

Marquette Core Curriculum: SSC Basic Needs & Justice

Interdisciplinary Studies: Public History

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%203001>)

HURE 3986 Internship Work Period (0 credits)

S/U grade assessment.

Prerequisite: HURE 3001; cons. of prog. dir. and cons. of Business Career Center. Consent required.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%203986>)

HURE 3990 Human Resources Internship for Minors - Work Period (0 credits)

S/U grade assessment. Not available to students enrolled in the College of Business Administration.

Prerequisite: HURE 3001 or concurrent enrollment, declared Human Resources minor, cons. of prog. dir., cons. of Business Career Center. Consent required.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%203990>)

HURE 4003 Employment Law (3 credits)

Provides an overview of the major federal laws which regulate human resources management, as well as common law. Topics include: wrongful discharge, privacy, defamation, negligent hiring, Title VII, affirmative action, the Americans with Disabilities Act, ERISA, Workers' Compensation, and the Occupational Safety and Health Act. Provides human resource managers and line supervisors with a sufficient working knowledge of these laws to reduce the risk of imposing legal liability on their employers by their own actions and to minimize liability for questionable or unlawful acts of company agents through prompt and effective action.

Prerequisite: HURE 3001.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204003>)

HURE 4010 Strategic Compensation and Rewards (3 credits)

Focuses on theory and practice relevant to the development of compensation systems which are internally consistent, externally competitive and individually rewarding. Applies these concepts via job descriptions and job evaluations, market surveys and pay structures and performance or seniority based pay. Also applies these concepts through administering employee benefits such as insurance and pensions. Studies the government's impact on pay and benefits.

Prerequisite: HURE 3001; and BUAD 1560 (or COMM 1700, MATH 1700, MATH 4720, or SOCI 2060 for non-business students).

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204010>)

HURE 4030 Talent Acquisition & Management (3 credits)

Issues relevant to staffing work organizations are addressed. Topics include recruitment, validation of selection procedures; criterion development; forecasting employee requirements and supply; alternative selection procedures; and performance. Equal employment opportunity and other regulatory, compliance and ethical issues in the area of staffing are also studied.

Prerequisite: HURE 3001; and BUAD 1560 (business students) or MATH 1700 or SOCI 2060 (non-business students).

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204030>)

HURE 4060 People Analytics (3 credits)

Provides the fundamental logic, mindset and skillset needed to transform people-related data into insights that drive strategic decision-making and positively impact organizational and individual outcomes. Topics include data acquisition, metrics, descriptive and predictive analytics, as well as how to communicate analytic results. Introduces students to software tools used in industry.

Prerequisite: HURE 3001, and 1 of the following: BUAD 1560; MATH 1700 or MATH 4720; SOCI 2060; COMM 1700.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204060>)

HURE 4080 Talent Development (3 credits)

Principles and factors that contribute to the personal growth and development of employees and the welfare of the company. Focus on training and employee development within organizations. Topics include training development and evaluation, employee development, career management and career pathing within organizations.

Prerequisite: HURE 3001.

Level of Study: Undergraduate

Interdisciplinary Studies: Public History

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204080>)

HURE 4101 Strategic Human Resource Management (3 credits)

Examines the role of HRM activities in organizational strategy design and execution. Focuses on two themes: 1) how to think systemically and strategically about managing an organization's human capital resources, and 2) how the management of human capital resources can provide an organization with a distinct competitive advantage in the marketplace. Specific topics include identification of human capital as a firm resource, alignment of HR systems with business strategies and configuration of HR practices.

Prerequisite: HURE 3001.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204101>)

HURE 4140 International Human Resources Management (3 credits)

Explores human resources issues that are addressed by organizations engaged in international business. Among the issues addressed are: the link between stages of international business and recommended human resources systems; determining the appropriate mix of host-country, third country and expatriate employees; managing expatriate assignments; and developing human resource management policies and procedures in a global context. In addition, employment law and protective social legislation as well as alternative labor union models found in different regions of the world will be studied.

Prerequisite: HURE 3001.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204140>)

HURE 4931 Topics in Human Resources (1-3 credits)

Topics vary.

Prerequisite: HURE 3001.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204931>)

HURE 4986 Human Resources Internship - Grading Period (3 credits)

S/U grade assessment.

Prerequisite: HURE 3986; cons. of prog. dir. and cons. of Business Career Center. Consent required.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204986>)

HURE 4989 Human Resources Internship Work and Grading Period (3 credits)

S/U grade assessment.

Prerequisite: HURE 3001; cons. of prog. dir. and cons. of Business Career Center. Consent required.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204989>)

HURE 4990 Human Resources Internship for Minors - Grading Period (3 credits)

S/U grade assessment. Not available to students enrolled in the College of Business Administration.

Prerequisite: HURE 3001, which may be taken concurrently, declared Human Resources minor, cons. of prog. dir., cons. of Business Career Center. Consent required.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204990>)

HURE 4991 Human Resources Internship for Minors - Work and Grading Period (3 credits)

S/U grade assessment. Not available to students enrolled in the College of Business Administration.

Prerequisite: HURE 3001, which may be taken concurrently, declared HURE minor, cons. of prog. dir., cons. of Business Career Center. Consent required.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204991>)

HURE 4995 Independent Study in Human Resources (1-4 credits)

Faculty-supervised, independent study/research of a specific area or topic in human resources.

Prerequisite: Cons. of dept. ch. Consent required.

Level of Study: Undergraduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%204995>)

HURE 5003 Employment Law (3 credits)

Provides an overview of the major federal laws which regulate human resources management, as well as common law. Topics include: wrongful discharge, privacy, defamation, negligent hiring, Title VII, affirmative action, the Americans with Disabilities Act, ERISA, Workers' Compensation, and the Occupational Safety and Health Act. Provides human resource managers and line supervisors with a sufficient working knowledge of these laws to reduce the risk of imposing legal liability on their employers by their own actions and to minimize liability for questionable or unlawful acts of company agents through prompt and effective action.

Prerequisite: Admitted to the graduate BUAD program; or cons. of Mgmt. prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%205003>)

HURE 5010 Strategic Compensation and Rewards (3 credits)

Focuses on theory and practice relevant to the development of compensation systems which are internally consistent, externally competitive and individually rewarding. Applies these concepts via job descriptions and job evaluations, market surveys and pay structures and performance or seniority based pay. Also applies these concepts through administering employee benefits such as insurance and pensions. Studies the government's impact on pay and benefits.

Prerequisite: Cons. of MGMT prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%205010>)

HURE 5080 Talent Development (3 credits)

Principles and factors that contribute to the personal growth and development of employees and the welfare of the company. Focus on training and employee development within organizations. Topics include training development and evaluation, employee development, career management and career pathing within organizations.

Prerequisite: Cons. of MGMT prog. dir.

Level of Study: Graduate

Interdisciplinary Studies: Public History

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%205080>)

HURE 5140 International Human Resources Management (3 credits)

Explores human resources issues that are addressed by organizations engaged in international business. Among the issues addressed are: the link between stages of international business and recommended human resources systems; determining the appropriate mix of host-country, third country and expatriate employees; managing expatriate assignments; and developing human resource management policies and procedures in a global context. In addition, employment law and protective social legislation as well as alternative labor union models found in different regions of the world will be studied.

Prerequisite: Cons. of MGMT prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%205140>)

HURE 5931 Topics in Human Resources (1-3 credits)

Topics vary.

Prerequisite: Admitted to ACAN, ACCO, BUAD, CCOM, or MGMT program; or cons. of MGMT prog. dir. Prerequisites vary depending on topic.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%205931>)

HURE 6105 People Analytics (3 credits)

Recognizes the need for managers and other leaders in organization to understand and demonstrate the impact of human capital and organizational development interventions on business outcomes. Focuses on developing the skill set and mindset needed to collect and transform data into insights that inform decisions about the people-related activities of the firm. Emphasis is placed on collecting human capital/organizational development metrics, conducting the analytics needed to inform decisions regarding HR/OD activities, and the effective reporting and presentation to organizational stakeholders. Topics include operational, financial and strategic human capital metrics as well as the data analytic concepts and tools used to classify, describe, evaluate and predict.

Prerequisite: Admitted to the graduate CCOM or MGMT program; or cons. of M.B.A. prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206105>)

HURE 6170 Managing Human Capital (3 credits)

Focuses on leading the design and implementation of business-aligned human capital solutions that ethically and responsibly leverage talent to achieve organizational success. Students are introduced to the latest practices aimed at acquiring, developing and managing talent for high-impact individual and organizational performance and have the opportunity to apply these practices to current industry and organizational challenges.

Prerequisite: Admitted to the graduate ACCO, BUAD, CCOM, MGMT or NURS program; and cons. of M.B.A. dir. Consent required.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206170>)

HURE 6210 Organizational Development (3 credits)

Provides an in-depth study of evidence-based organizational development (OD) processes and interventions aimed at improving organizational performance. Emphasizes planning and implementation team, inter-team and organization-wide interventions. Values, ethics and the role of the OD professional/change agent are described.

Prerequisite: Admitted to the graduate BUAD, CCOM, or MGMT program; or cons. of M.B.A. or MGMT prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206210>)

HURE 6530 Talent Acquisition and Management (3 credits)

Addresses principles and practices for the acquisition and management of human talent within organizations. Topics include: workforce planning, talent acquisition, reliability and validity of selection procedures, using talent management analytics for employee retention, aligning talent management to organizational objectives/strategies and understanding legal compliance issues related to talent management.

Prerequisite: Admitted to the BUAD or CCOM program; or cons. of MGMT prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206530>)

HURE 6535 Leading for Inclusion (3 credits)

Focuses on the complex dynamics of diversity in organizations as seen from the vantage point of social science and organizational studies. Examines demographic trends in the work force, differentiates cultural practices and value among diverse groups and discusses strategies for dealing with discrimination and stereotyping. The focal themes include the nature or character of diversity, organizational practices and theoretical implications. Individual, interpersonal and organizational factors influencing diversity are examined using both a conceptual and an experiential approach.

Prerequisite: Admitted to the graduate ACCO, BUAD, CCOM, ECON or MGMT program; or cons. of M.B.A. prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206535>)

HURE 6590 Human Capital Strategy (3 credits)

Investigates principles of human resource strategy and the link to business strategy. Concepts emphasized include resource-based theory of the firm, sustained competitive advantage, as well as fit and flexibility in the design of human resource systems. Studies various approaches to evaluating and assessing the contribution and effectiveness of human resource systems.

Prerequisite: Admitted to the graduate BUAD, CCOM, or MGMT program; or cons. of MGMT or M.B.A. prog. dir.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206590>)

HURE 6931 Topics in Human Resource Management (1-3 credits)

Elective course. Topics vary.

Prerequisite: Admitted to the graduate ACCO, BUAD, CCOM, ECON or MGMT program; or cons. of MGMT or M.B.A. prog. dir. Prerequisites may vary.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206931>)

HURE 6995 Independent Study in Human Resources (1-3 credits)

Faculty-supervised, independent study/research of a specific area or topic in Human Resources.

Prerequisite: Admitted to the graduate MGMT program; and cons. of MGMT prog. dir. Consent required.

Level of Study: Graduate

Schedule of Classes (<https://bulletin.marquette.edu/class-search/?details&code=HURE%206995>)