Human Resources

Chairperson: Mark Barratt, Ph.D.
Department of Management website (http://business.marquette.edu/departments/management/)

The Human Resources major prepares graduates to lead organizations to be competitive in global as well as domestic markets. Graduates are prepared to be a strategic partner, to leverage the human talent required to achieve organizational goals, and to address many challenges facing today’s managers - including skill shortages, legal risk and requirements, workforce diversity and work-life balance.

Human Resources Major

Specific Human Resources Course Requirements:

<table>
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<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tr>
<td>HURE 3001</td>
<td>Management of Human Resources</td>
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Three of the following: 9

- HURE 4003 Employment Law
- HURE 4010 Strategic Compensation and Rewards
- HURE 4030 Talent Acquisition & Management
- HURE 4080 Talent Development
- HURE 4101 Strategic Human Resource Management

Two of the following: 6

- HURE 4003 Employment Law
- HURE 4010 Strategic Compensation and Rewards
- HURE 4030 Talent Acquisition & Management
- HURE 4080 Talent Development
- HURE 4101 Strategic Human Resource Management
- HURE 4140 International Human Resources Management
- HURE 4931 Topics in Human Resources
- HURE 4986 Human Resources Internship - Grading Period
- HURE 4989 Human Resources Internship Work and Grading Period
- MANA 3035 Diversity in Organizations
- MANA 4010 Leadership, Motivation and Change
- MANA 3034 Negotiation

Four Business electives 12

Total Credit Hours: 30

Courses

HURE 3001. Management of Human Resources. 3 cr. hrs.
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. Prereq: Soph. stndg.

HURE 3986. Internship Work Period. 0 cr. hrs.
SNC/UNC grade assessment. Prereq: HURE 3001; cons. of prog. dir. and cons. of Business Career Center.

HURE 3990. Human Resources Internship for Minors - Work Period. 0 cr. hrs.
SNC/UNC grade assessment. Not available to students enrolled in the College of Business Administration. Prereq: HURE 3001 or concurrent enrollment, declared Human Resources minor, cons. of prog. dir., cons. of Business Career Center.

HURE 4003. Employment Law. 3 cr. hrs.
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. Prereq: HURE 3001.
HURE 4010. Strategic Compensation and Rewards. 3 cr. hrs.
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 through administering employee benefits such as insurance and pensions. The government's impact on pay and benefits is also studied. Prereq: HURE 3001 and either BUAD 1560 or MATH 1700 or PSYC 2001 or SOCI 2060.

HURE 4030. Talent Acquisition & Management. 3 cr. hrs.
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. Prereq: HURE 3001 and either BUAD 1560 (business students) or MATH 1700, or PSYC 2001 or SOCI 2060 (non-business students).

HURE 4080. Talent Development. 3 cr. hrs.
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. Prereq: HURE 3001.

HURE 4011. Strategic Human Resource Management. 3 cr. hrs.
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. Prereq: HURE 3001.

HURE 4140. International Human Resources Management. 3 cr. hrs.
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. Prereq: HURE 3001.

HURE 4931. Topics in Human Resources. 1-3 cr. hrs.
Topics vary. Prereq: HURE 3001.

HURE 4986. Human Resources Internship - Grading Period. 3 cr. hrs.

HURE 4989. Human Resources Internship Work and Grading Period. 3 cr. hrs.

HURE 4990. Human Resources Internship for Minors - Grading Period. 3 cr. hrs.
S/U grade assessment. Not available to students enrolled in the College of Business Administration. Prereq: HURE 3001, which may be taken concurrently, declared Human Resources minor, cons. of prog. dir., cons. of Business Career Center.

HURE 4991. Human Resources Internship for Minors - Work and Grading Period. 3 cr. hrs.
S/U grade assessment. Not available to students enrolled in the College of Business Administration. Prereq: HURE 3001, which may be taken concurrently, declared HURE minor, cons. of prog. dir., cons. of Business Career Center.

HURE 4995. Independent Study in Human Resources. 1-4 cr. hrs.
Faculty-supervised, independent study/research of a specific area or topic in human resources. Prereq: Cons. of dept. ch.