Human Resources

Department of Management Chairperson: Monica Adya, 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

Human Resources Course Requirements:

Three of the following:

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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>HURE 4003</td>
<td>Employment Law</td>
<td>3</td>
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<tr>
<td>HURE 4005</td>
<td>Employee Benefit Systems</td>
<td>3</td>
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<tr>
<td>HURE 4010</td>
<td>Strategic Compensation and Rewards</td>
<td>3</td>
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<tr>
<td>HURE 4030</td>
<td>Staffing Organizations</td>
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<td>HURE 4140</td>
<td>International Human Resources Management</td>
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<tr>
<td>HURE 4931</td>
<td>Topics in Human Resources</td>
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<td>HURE 4953</td>
<td>Seminar in Human Resources</td>
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<tr>
<td>HURE 4986</td>
<td>Human Resources Internship - Grading Period</td>
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<td>MANA 3035</td>
<td>Diversity in Organizations</td>
<td>3</td>
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<tr>
<td>MANA 4010</td>
<td>Motivation and Leadership</td>
<td>3</td>
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<tr>
<td>MANA 3034</td>
<td>Negotiations and New Ventures</td>
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Five Business electives

Total Credit Hours 30

In addition to the human resources major described above, a special five-year program is offered which enables students to earn an undergraduate degree with a major in human resources and a master of science degree in human resources (MSHR). For information, consult the Graduate School of Management section of the Graduate Bulletin or the director of the Master's in Human Resources program at (414) 288-3643.

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, 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: Jr. 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 4005. Employee Benefit Systems. 3 cr. hrs.
The course addresses the design and administration of employee benefit systems. Among the programs studied are: health and wellness programs, pension and retirement programs, and cafeteria plans. Legally mandated benefit systems are also studied. Prereq: HURE 3001.

HURE 4010. Strategic Compensation. 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 4020. Labor Relations and Collective Bargaining. 3 cr. hrs.
Examines the development, structure and process of collective bargaining as well as negotiation processes and strategies in a variety of settings. Central topics include labor law, union organization, general principles of negotiation, and labor contract negotiation in particular. The course is taught from a neutral perspective, emphasizing the rights and responsibilities of labor, management and government. Makes extensive use of bargaining exercises.

HURE 4030. Staffing Organizations. 3 cr. hrs.
Issues relevant to staffing work organizations are addressed. Topics include: validation of selection procedures; criterion development; forecasting employee requirements and supply; alternative selection procedures; and equal employment opportunity regulations. Prereq: BUAD 1560 or MANA 2028 and HURE 3001.

HURE 4080. Talent and 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. May be taken for graduate credit by students enrolled in Master of Science in Human Resources with appropriate additional assignments.

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 4953. Seminar in Human Resources. 3 cr. hrs.
Specific subjects of seminars to be announced in the Schedule of Classes. Prereq: HURE 3001; enrolled as an undergraduate in the College of Business.

HURE 4986. Human Resources Internship - 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 or concurrent enrollment, declared Human Resources minor, cons. of prog. dir., cons. of Business Career Center.

HURE 4995. Independent Study in Human Resources. 1-4 cr. hrs.
Prereq: Consent of department chair.