

# HUMAN RESOURCE MANAGEMENT

Department Website: Human Resource Management (<https://www.gonzaga.edu/school-of-business-administration/undergraduate/business-administration/human-resource-management/>)

This concentration provides students a broad background in the management of human resources as well as an awareness of the functional specialties within the field of human resource management. In addition to qualifying students for specific careers in human resources management and general management, this concentration also provides an excellent entry to a variety of professional positions that demand effective direction of people.

## Human Resource Management Concentration Program Requirements

Code	Title	Hours
MGMT 400	Recruitment and Selection	3
MGMT 405	Compensation and Performance Appraisal	3
MGMT 410	Training and Organizational Development	3
MGMT 415	Employment Law and Labor Relations	3
<b>Total Hours</b>		<b>12</b>

## Courses

### MGMT 350. Principles of Management. (3 Credits)

This course examines the theory and practice of managing employees in organizations. As an introduction to human resource management, topics covered include strategy, structure, recruitment and selection, development, ethics, compensation and motivation, leadership and appraisals, workplace diversity and group dynamics, conflict and decision-making, employment law, and global management. Fall and Spring.

Students with a semester level of First Year (0-25.99 credits) may **not** enroll.

Enrollment is limited to students with a program in Undeclared Business, Accounting, Business Administration, Engineering Management, Bus for Engineer Technologies or General Business.

### MGMT 355. International Management. (3 Credits)

This course examines the information and skills needed to manage an organization in an international setting. Topics include international cultures, cross-cultural communication, cross-cultural negotiation, leadership, ethics, international human resource management and motivation of a multicultural workforce.

**Prerequisites:** MGMT 350 with a minimum grade of D

**Equivalent:** HONS 377

### MGMT 400. Recruitment and Selection. (3 Credits)

This course examines strategies for hiring and retaining the workforce necessary for an organization to achieve its vision and mission. Topics include workforce planning, ethics, job analysis and design, recruitment, selection, retention, human resource information systems, and organizational entry and socialization.

**Prerequisites:** MGMT 350 with a minimum grade of D  
Enrollment limited to students with a semester level of Fourth Year (96+ credits) or Third Year (60-95.99 credits).

Enrollment is limited to students with a program in Business Administration.

Enrollment limited to students in the School of Business college.

### MGMT 405. Compensation and Performance Appraisal. (3 Credits)

This course examines the strategic use of compensation and performance appraisal systems to align employee interests with organizational vision and mission. Topics include job evaluation, compensation systems, benefit programs, appraisal methods, performance management methods, ethics, task/process analysis, documentation, and measurement of human resource outcomes.

**Prerequisites:** MGMT 350 with a minimum grade of D  
Enrollment is limited to students with a major in Business Administration.

Enrollment limited to students in the School of Business college.

### MGMT 410. Training and Organizational Development. (3 Credits)

The course examines two development processes related to organizational vision and mission. The first process is the training and development of employees to meet employee and strategic goals. The second is the development of the organization to enhance strategic effectiveness. Topics include needs assessment, training and development, talent management, career development, leadership development, ethics, diagnosis, interventions, models of change, resistance to change, organizational development initiatives, and change related to downsizing, mergers and acquisitions, and globalization.

**Prerequisites:** MGMT 350 with a minimum grade of D  
Enrollment is limited to students with a major in Business Administration.

Enrollment limited to students in the School of Business college.

### MGMT 415. Employment Law and Labor Relations. (3 Credits)

This course examines legal issues in the employee-employer relationship. Topics include laws affecting human resource practices, occupational health, safety and security, discipline and complaint resolution, ethics, management of a diverse workforce, and labor relations.

**Prerequisites:** MGMT 350 with a minimum grade of D  
Enrollment is limited to students with a major in Business Administration.

Enrollment limited to students in the School of Business college.

### MGMT 489. Special Topic Seminar. (1-4 Credits)

Credit by arrangement.

**Prerequisites:** MGMT 350 with a minimum grade of D  
Enrollment limited to students with a semester level of Fourth Year (96+ credits) or Third Year (60-95.99 credits).

Enrollment is limited to students with a major in Business Administration.

Enrollment limited to students in the School of Business college.

**MGMT 491. Directed Study. (1-3 Credits)**

**May be repeated for credit.**

Directed study requires completion of an application form, and departmental permission. Zagweb registration not available. Summer only.

Enrollment limited to students with a semester level of Fourth Year (96+ credits) or Third Year (60-95.99 credits).

Enrollment is limited to students with a major in Business Administration.

Enrollment limited to students in the School of Business college.