

MANAGING HUMAN CAPITAL (MHC)

MHC 150 Gender Issues in the Workplace (3 credits)

This course will approach workplace issues involving gender from both a psychological and management perspective. Specific issues discussed will include gender and leadership, occupational segregation of the workforce by gender, the effects of gender on manager-subordinate relationships, gender and sexual harassment in the workplace, pay equity, and "family friendly" workplace policies. Wherever appropriate, comparisons to other countries and cultures will be made.

Attributes: Diversity Course, First-Year Seminar, Gender Studies Course, Undergraduate

MHC 170 Special Topics (3 credits)

Topics will vary according to the semester in which the class is offered.

Attributes: Undergraduate

MHC 270 Manage Hum Capital Spec Topics (3 credits)

Topics will vary according to the semester in which the class is offered.

CAS Students may take with permission of Chair.

Attributes: Undergraduate

MHC 370 Special Topics (3 credits)

Topics will vary according to the semester in which the class is offered.

CAS students may take with permission of Chair.

Attributes: Undergraduate

MHC 470 Special Topics (3 credits)

Topics will vary according to the semester in which the class is offered.

CAS students may take with permission of Chair.

Attributes: Undergraduate

MHC 471 Practicum in Human Capital I (1 credit)

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.

MHC 472 Practicum in Human Capital II (1 credit)

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.

MHC 490 Manage Human Cap Internshp I (3 credits)

Permission of Chair.

MHC 491 Manage Human Cap Internshp II (3 credits)

Permission of Chair.

MHC 493 Manage Human Capital Research I (3 credits)

Permission of Chair.

MHC 494 Manage Human Capital ResearchII (3 credits)

Permission of Chair.

MHC 565 Managing Workforce Flow (3 credits)

This course focuses on efficient and effective flow of the workforce through an organization. Particular attention will be given to the relationship between business strategy and workforce planning, including the influence of internal and external labor markets, demographic trends and diversity, and the challenges of technological changes. The course will provide an in-depth look at the theories, principles and legal issues surrounding organizational workforce planning in a global economy.

Prerequisites: MGT 551 or MGT 553 or MHC 560

Restrictions: Enrollment is limited to Graduate level students.

MHC 670 MHC Special Topics (3 credits)

Topics will vary according to the semester in which the class is offered.

MHC 797 Manage Hum Cap:Strategy&App (3 credits)

This course requires the student to apply their knowledge of business strategy and human resource management in the development of a Strategic Human Resource Management Project. This project will build on previous course work in the MSHRM Program and allow students to choose a particular area of interest in which to further enhance their knowledge and expertise. Students may choose either a field-based project or choose to conduct an in-depth exploration into a particular HR discipline. Throughout this course, each student will demonstrate their ability to fulfill the four strategic human resource management roles serving as a strategic business partner, a change agent, an employee advocate, and an efficient administrator.

Prerequisites: MHC 560

Restrictions: Enrollment is limited to students with a major in Human Resource Management. Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.