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. First Year Seminar only
Attributes: Diversity Course (New GEP), First-Year Seminar, Gender Studies Course, Undergraduate

MHC 220 Intro: Managing Human Capital (3 credits)
A survey of the functional areas of human resource management including: planning, staffing, training, compensation, performance appraisal, and labor relations. This course explores the growing importance of human resource management, emerging topics in the field, and techniques for effective management of human resources. Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.
Prerequisites: MGT 1011 or MGT 1015 or MGT 110 or MGT 120 or MGT 121
Attributes: Undergraduate

MHC 221 Diversity in the Workplace (3 credits)
This course will increase students' awareness of workforce diversity as both a challenge and opportunity for contemporary managers. Topics to be covered include demographic trends in the U.S., various models for understanding the importance of managing diversity, the differences between affirmative action and managing diversity, identity issues, real cultural differences vs. stereotyping, individual responses to diversity, organizational strategies for managing diversity and promoting positive organizational change, challenges inherent in managing diversity, and potential outcomes of successful diversity management.
Attributes: Diversity Course (New GEP), Undergraduate

MHC 222 Influence, Negotiation & Conflict (3 credits)
This course focuses on developing students' interpersonal and communication skills in order to increase influence, negotiation, and conflict resolution abilities in a fair and principled manner. Students should develop a theoretical understanding of influence and negotiation, and improve their ability to engage in negotiations and address conflict in an effective and ethical manner in a wide range of situations. Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.
Prerequisites: MGT 110 or MGT 120 or MGT 121

MHC 270 Manage Hum Capital Spec Topics (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.

MHC 320 Career Management (3 credits)
This course provides students with the knowledge and skills to understand and manage careers in organizations. Students will learn to help others manage their careers while also learning how to manage their own careers. Topics will include, but will not be limited to motivation theory, professional skill-development, career ladders, career coaching, labor market/occupational trends, market research, job search techniques, resume writing, interviewing skills, negotiating, and networking. Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.
Prerequisites: MGT 110 or MGT 120 or MGT 121
Attributes: Undergraduate

MHC 321 International HR (3 credits)
The purpose of this course is to develop knowledge for managing a global workforce, and to prepare students to encounter international business from an interpersonal standpoint. While expertise in international human capital and talent management is an important pathway to competitive advantage for organizations, the goal of this course is also to develop thoughtful managers and workers who will be cognizant of the challenges of an international career, and respectful of cross-cultural differences. Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.
Attributes: Globalization Course (New GEP)

MHC 322 Decision Making w/ Analytics (3 credits)
This course introduces students to the metrics that are essential to the strategic management of human capital. Human capital leaders help drive business performance by delivering competitive advantage through people. Performance relies on measures, so future leaders need to be adept at planning and interpreting those measures. The emphasis of this course will be on logical and strategic decision making through planning which measures to use, and using the resulting analytics to facilitate effective talent acquisition and retention, maximize the productivity and effectiveness of organizational human capital, and allocate limited resources effectively. Prerequisites: MCH 220.
Prerequisites: MGT 110 or MGT 120 or MGT 121
Attributes: Undergraduate

MHC 360 Employment and Labor Law (3 credits)
The purpose of this course is to acquaint the student with the legal aspects of human resource management. It will describe the sources of employment law and how those laws govern the hiring, promotion, evaluation and termination of employees, as well as the terms and conditions of employment in 21st century America. Attention will be given to current legal and ethical issues, including the challenges of managing an increasingly diverse workforce.

MHC 370 Special Topics (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.

MHC 470 Special Topics (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.
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. Prerequisite/co-requisite: Student’s major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. 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. Prerequisite/co-requisite: Student’s major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. 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 Internship I (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

MHC 491 Manage Human Cap Internship II (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

MHC 493 Manage Human Capital Research I (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

MHC 494 Manage Human Capital Research II (3 credits)
Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair. CAS students: Permission of Chair.

MHC 495 Manag Human Cap: Resrch/AppI (3 credits)
This course focuses on critical thinking skills, research skills, and applied human capital issues. Students will learn and work on HR metrics (assessing, measuring, and valuing employee behaviors and attitudes). Substantive topics will be of interest to both people-oriented future managers and those who aspire to a career in human resources. This offering focuses on critical thinking, research and metrics relating to motivation (the OB side) and compensation (the HR side). There will also be a strong emphasis on the strategic importance of human capital in all organizations. Prerequisites: MGT 110 or MGT 120 or MGT 121; MHC 220 (or Permission of Chair); MHC 221 (or Permission of Chair); Senior standing.
Prerequisites: MHC 220 and MHC 221 (may be taken concurrently)
Attributes: Undergraduate

MHC 544 Ethical Practices in Business (3 credits)
This course is designed to introduce students to the processes involved in measuring the effectiveness of human resource programs, and to provide a thorough grounding in survey methodology, from survey design through data collection and data analysis. Students will build their skills in survey design and construction, scale selection, survey administration, and data analysis and evaluation. Students will be required to conduct a research study during which they will act as project managers/lead researchers responsible for envisioning, executing, analyzing, interpreting, and reporting the results of the study to an external client. The overarching goal of the course is to prepare human resource professionals to effectively lead a survey project and to interpret the results of research conducted by others. Prerequisites: MHC 560 or MGT 560
Restrictions: Enrollment is limited to students with a major in Strategic Human Resource Manag. Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.

MHC 560 Strategic Human Capital & Talent Mgt (3 credits)
This course examines the integration of human resource management strategy within the broader context of an organization’s business strategy. Students will gain an understanding of major approaches to business strategy, and the corresponding implications for human resource management in varied strategic circumstances. Implications of a firm’s strategy for functional areas within human resource management will also be examined. The course will introduce emerging trends in theory, research, and the practice of human resource management. Restrictions: Enrollment is limited to students with a major in Strategic Human Resource Manag. Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.

MHC 561 Human Cap Research Meas & Metric (3 credits)
This course is designed to introduce students to the processes involved in measuring the effectiveness of human resource programs, and to provide a thorough grounding in survey methodology, from survey design through data collection and data analysis. Students will build their skills in survey design and construction, scale selection, survey administration, and data analysis and evaluation. Students will be required to conduct a research study during which they will act as project managers/lead researchers responsible for envisioning, executing, analyzing, interpreting, and reporting the results of the study to an external client. The overarching goal of the course is to prepare human resource professionals to effectively lead a survey project and to interpret the results of research conducted by others. Prerequisites: MHC 560 or MGT 560
Restrictions: Enrollment is limited to students with a major in Strategic Human Resource Manag. Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.

MHC 562 Employment & Labor Law (3 credits)
This course will provide an overview of the major laws that govern employer/employee relations in both union and non-union workplaces. Labor topics include, inter alia, the historical development of labor law, union organizing, unfair labor practices, concerted activities by unions and dispute settlement. Employment law topics include, inter alia, employment discrimination, testing, evaluation and privacy, and laws that govern wage and salary, health and safety, income security, benefits continuation, and family and medical emergencies. Prerequisites: MGT 552 or MGT 554
Restrictions: Enrollment is limited to students with a major in Managing Human Capital. Enrollment limited to students in the MSMHC program. Enrollment is limited to Graduate level students.
MHC 563 Human Resource Technology (3 credits)
The course examines how technology has enabled and transformed the modern human resource function within large enterprises. A variety of HR applications will be covered including Employee and Manager Self Service, Talent Acquisition, Performance Management, e-Learning, Compensation Planning and HR Analytics. The processes required justify, select, deliver and support HR technology solutions will be analyzed. Finally, special topics such as HR data privacy, HR Shared Service Centers, HR Outsourcing and the evolution and future of HR Technology will be covered.

Prerequisites: MGT 560 or MHC 560
Restrictions: Enrollment is limited to students with a major in Managing Human Capital. Enrollment limited to students in the MSMHC program. Enrollment is limited to Graduate level students.

MHC 564 Finance & Acc for Managers (3 credits)
This course develops students’ practical skills in the interpretation and use of financial and accounting information for managerial decision-making. Students will learn how to (1) understand and analyze financial statements, (2) evaluate relevant costs for decision-making, (3) perform present value analyses, and (4) make sound capital budget decisions.

Prerequisites: MGT 500 or MGT 500 Waiver Score with a score of 1 and ACC 500 or ACC 500 Waiver Score with a score of 1
Restrictions: Enrollment is limited to students with a major in Managing Human Capital. Enrollment limited to students in the MSMHC program. Enrollment is limited to Graduate level students.

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 or MGT 560
Restrictions: Enrollment is limited to students with a major in Strategic Human Resource Manag. Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.

MHC 561 Career Management in Organ (3 credits)
This course examines the basics of career development and how it fits into the organizational structure. It includes theory and practice of career/adult development, its delivery systems, and its target populations. Prerequisite: Completion or waiver of MGT 500.

Prerequisites: MGT 500 Waiver Score with a score of 1 or MGT 500
Restrictions: Enrollment limited to students in the following programs:
• GBMB
• GRB1
• MBAFMKT
• MBAINTL
• MBAHMK
• MBAPHMKOL
• MBATRAD
• MSMHC

MHC 562 Interpersonal & Influence Skill (3 credits)

MHC 565 Workforce Diversity (3 credits)
Managing diversity is becoming increasingly important to contemporary organizations and is likely to become more critical in the future as the population and workforce become even more heterogeneous. Human diversity is both a moral imperative and a potential source of competitive advantage. This course is designed to help students become aware of the multiple dimensions of diversity such as race, class, gender, physical ability, sexual orientation, age, and nationality. In addition, differences in function, perspective, and work style will be explored to examine their potential impact in the workplace. The course provides information and experiences to help make students more proficient in dealing with an increasingly diverse workforce. Prerequisite: Completion or waiver of MGT 500.

Restrictions: Enrollment limited to students in the following programs:
• GBMB
• GRB1
• MBAFMKT
• MBAINTL
• MBAHMK
• MBAPHMKOL
• MBATRAD
• MSMHC

MHC 651 Influence/Negot/Conflict Skill (3 credits)
Whether conflict is healthy or unhealthy for an organization is a function of an individual’s ability to surface, work with, and resolve differences that inevitably arise in organization life between individuals and within and between groups and departments. This course examines the psychological and social dynamics which are connected to conflict, including power, leadership, personal needs, roles, communication. It also provides practical tools and skills development for dealing with conflict in a range of organizational settings. Prerequisite: Completion or waiver of MGT 500.

Restrictions: Enrollment limited to students in the following programs:
• GBMB
• GRB1
• MBAFMKT
• MBAINTL
• MBAHMK
• MBAPHMKOL
• MBATRAD
• MSMHC
MHC 662 Total Rewards (3 credits)
The focus of this course is on strategic compensation systems needed in a dynamic business environment. Both basic and advanced concepts are reviewed, including job evaluation, wage and salary structures, gain-sharing, and other pay-for-performance systems.
Restrictions: Enrollment limited to students in the following programs:
- GBMB
- GRB1
- MBAFMKT
- MBAINTL
- MBAPHMK
- MBAPHMKOL
- MBATRAD
- MSMHC

Enrollment is limited to Graduate level students.

MHC 663 Talent-Selection & Retention (3 credits)
An examination of traditional staffing functions (recruitment, selection, orientation) is undertaken so that the process by which organizations and individuals are matched may be better understood. Always mindful of the legal issues that permeate these processes, this unique course will examine the staffing function at an advanced level. Issues such as labor supply and demand, HR strategy and planning, the regulatory environment, validity and reliability, job analysis, realistic job previews, assessment centers, honesty and ability testing, and state of the art recruitment and selection techniques will be explored in depth.
Restrictions: Enrollment limited to students in the following programs:
- GBMB
- GRB1
- MBAFMKT
- MBAINTL
- MBAPHMK
- MBAPHMKOL
- MBATRAD
- MSMHC

Enrollment is limited to Graduate level students.

MHC 667 Human Resource Fundamentals (3 credits)
This course will provide the student with the fundamental knowledge essential to all practicing HR professionals. Critical HR functions will be explored in depth to provide a solid understanding of the many issues confronting the HR professional. Topic areas will include (but not be limited to) Strategic Management, Workforce Planning and Employment, Human Resource Development, Total Rewards, Employee and Labor Relations, and Risk Management. In all topic areas, the legal impact of human resources decision making will be considered. This course is appropriate for early HR careeirsts, those interested in entering the HR field, and students interested in how HR practices further organizational performance.
Restrictions: Enrollment is limited to students with a major in Strategic Human Resource Manag. Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.

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: Completion of all required foundation and core MSMHC courses. Open to MSMHC students only.
Restrictions: Enrollment is limited to students with a major in Strategic Human Resource Manag. Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.