MGT 431. Human Resource Management. 3 hours.
Theories and applications of the leadership and development of people in organizations. Topics include human resource planning, recruitment, selection, orientation, training, career development, performance appraisal, compensation, incentives, union-management relations, ethics, diversity, and succession planning. Prerequisite: MGT 310 or equivalent.

MGT 531. Acquiring and Developing Talent. 3 hours.
Beginning with a strategic overview of the organization, this course will use concepts and tools involving organizational analysis, job analysis, workforce planning, recruitment strategies, and selection techniques to effectively acquire and develop talent. Employment law within the legal and social context of the organization and organizational entry transition issues will also be examined. Prerequisite: MGT 431 or equivalent.

MGT 532. Performance Management. 3 hours.
Examination of key human resource concepts and tools that enhance organizational performance. Topics covered include: performance management, employee training and development, employee and labor relations, managing diverse organizations, total compensation, and risk management (occupational health, safety, and security). Prerequisite: MGT 431 or equivalent.

MGT 538. Strategic Human Resource Management. 3 hours.
Beginning with the process of aligning human resources and business strategies, this course considers the overall design of the human resource management infrastructure to enable optimal employee performance relative to the strategic goals of the organization. Topics considered include globalization, outsourcing, change management, leadership, team building, and communication skills. Consideration will also be given to differences in HRM strategy related to the size and lifecycle of the organization. Prerequisite: MGT 431 or equivalent.