

(36 credit hours)

Aligned with SHRM's HR Education Guidelines, the MBA-HRM track has a robust program that prepares students to sit for designated HR credentialing exams. This track takes approximately 23 months to complete. Students can accelerate this track by taking multiple courses concurrently. This specialization is offered at specific times during the academic year. Please inquire with your Bethel representative to learn about upcoming start dates.

#### **TERM 1** 9 semester hours

##### **MBA 502 Organizational Behavior** (3 credit hours)

This course will present a comprehensive approach in which total organizational effectiveness is conceptualized, measured, and realized in practice through the understanding of individual and team behavior/effectiveness. It will also explore how improvement can be initiated, managed, and sustained throughout the organization.

##### **MBA 514 Statistical Analysis** (3 credit hours)

This course involves the development of understanding the methods of statistical analysis and their usefulness in making business decisions in organizations. The course will cover tools for data collection, research methodology, presentation of data and data analysis related to managerial decision-making.

##### **MBA 520 Marketing Management** (3 credit hours)

A course designed to focus on the importance of modern organizations being market driven and globally competitive. The course examines the role of marketing through the discussion of comprehensive marketing concepts and case analysis better equipping managers to make decisions.

#### **TERM 2** 9 semester hours

##### **MBA 506 Managerial Economics** (3 credit hours)

This course will take an economic perspective to answer why managers and organizational leaders need to understand and interact with the external environment in order to survive and succeed in a continually changing and globally competitive world. Looking at "the big picture," this course presents basic tools that economists use to analyze that environment. This course will culminate with the student completing an economic audit of an organization.

**MBA 524 Managerial Accounting** (3 credit hours)

The use of accounting tools as a source of data for managerial decision-making including cash flow, general accounting ledgers, income, financial position, cash, receivables, investments, inventories, liabilities, reconciliation and financial statements.

**MBA 530 Human Resource Management** (3 credit hours)

The management of an organization's human resources can be challenging. This course provides an overview that addresses challenges such as recruitment and selection, training and development, as well as performance appraisals and compensation administration. Additionally, this course incorporates a manager's perspective of HRM relative to the strategic planning process.

**TERM 3** 9 semester hours

**HRM 508 Employee Relations** (3 credit hours)

This course presents an applied study of significant legal issues in labor and employment law including labor-management relations, wage and hour laws, retirement, welfare and privacy laws that prepare future managers, supervisors, and business owners for responsibilities in management-employee relations. In addition, an examination of managerial issues affecting development of labor relations policy will be explored. Topics to be examined include the impact of public policy, negotiation, and administration of collective bargaining agreements, the NLRB and arbitration cases. The role of managers in ethical decision making will also be reviewed.

**HRM 516 Workforce Planning and Staffing** (3 credit hours)

This course will present a comprehensive approach to identifying viable workforce planning and employment strategies in an effort to assist the organization in meeting its strategic goals and objectives. Topical areas to be covered include: workforce planning, sourcing strategies, succession planning and retention and employee exit programs. The course will also cover specific topics related to job analysis and design.

**HRM 524 Total Rewards: Compensation and Benefits** (3 credit hours)

This course is designed to focus on Total Rewards Systems related to direct and indirect compensation systems. The content of the course will focus on how to develop/select, implement/administer, and evaluate compensation and benefit programs that support an organization's strategic goals and objectives. This course will also provide greater insight and knowledge of legislation that affects all elements of a Total Rewards System. The payroll function and its role in the administration and compensation and benefits programs will be presented. Evaluation methods that can be used to assess the effectiveness of a Total Rewards System will also be examined.

**HRM 532 Performance Management In Organizations** (3 credit hours)

This course will address the entire range of topics associated with managing the human asset to realize and sustain optimal levels of performance. Topics will include appraisal systems, change management models, adult learning theories, individual versus team performance, organizational development, and managing a diverse workforce. Various aspects of the corporate training and development function, training program design and development of various methods and media for training delivery, as well as return on investment outcomes, will be explored. In addition, this course will also examine the development of systems that will provide highest levels of both personal and professional development and growth within the organization; creation of promotional and cross-functional systems that will talent strength the organization; development of retention strategies that tie rewards to performance of talent; creation of workforce planning systems that will provide succession planning of best talent within the organization; and utilization of technological systems to support these functions within human resources planning will be presented.

**HRM 540 Risk Management** (3 credit hours)

This course is designed to focus on the importance of Enterprise Risk Management in today's evolving business climate. The primary framework and key aspects of workplace health and safety, security, and privacy issues, as well as legislation and organizational measures will be presented. In addition, the course will provide insight to the development of HR policies and procedures to determine organizational risk areas and evaluation methods to identify program effectiveness.

**HRM 548 Strategic HR** (3 credit hours)

This course will present the role of human resources from a strategic perspective. Topics will assess managing human resources as a strategic organizational asset that supports competitive advantage and major strategic objectives. HRM as an integral partner in a firm's strategic planning and implementation, in terms of external environmental and internal exigencies, will be presented. HR planning and strategies and their applications in HR programs and processes will also be examined. Students will also learn how to develop alignment among vision, strategy and values in the development of a paradigm based upon competencies required for enhancing the business results of a company or government agency. In addition, this course will also address how to build measurement strategies for all HR activities so that the impact can be determined. A value-added approach will be taken so that HR practitioners will be able to exhibit an understanding of the business strategies, impact and outcomes that assess aspects that influence organizational quality, productivity, services, and profitability. HR will be assessed as a system within a system. Students will learn how to position HR as a strategic partner to realize organizational competitiveness in a global environment.