HUMAN RESOURCES DEVELOPMENT (HRDV)

HRDV 1940  Transfer Coursework (3 Credit Hours)
Transfer Coursework for HRDV discipline in BSLS Programs (1000 Level).

HRDV 2450  Career for Life: Finding Bliss (3 Credit Hours)
The purpose of this course is to assist students in exploring careers and assist in long-term career development planning. This course will address career and lifestyle integrated as a whole, taking students through traditional topics such as history and theory, self-assessment activities, career investigation, decision-making, and conducting a successful job search campaign, while also addressing the equally important topics of change, career enhancement, and healthy lifestyle characteristics.

HRDV 2910  Special Topics in HR (1-3 Credit Hours)
Special Topics in HR Development.

HRDV 2940  Transfer Coursework (3 Credit Hours)
Transfer Coursework for HRDV discipline in BSLS Programs (2000 Level).

HRDV 3330  Intro To Human Resources (3 Credit Hours)
This class is an introduction to organizational, legal, and psychological frameworks governing modern Human Resources Administration. This course provides an overview of the Human Resources function and the Human Resources department’s role in furthering both employee and organizational goals.

HRDV 3450  Professional Interviewing (3 Credit Hours)
This course teaches the art of interviewing individuals in various situations. Potential interviewees will include victims, witnesses, suspects, job applicants, and children. Emphasis will be placed on the interviewing process with the intent to reveal deceit, expose untruthfulness and corroborate truthfulness. The interviewing process will be learned from the beginning stages whereby the interviewer determines the objectives of the interview and establishes a rapport with the interviewee. When necessary and warranted, techniques for inducing stress and discomfort will be explored and potential responses to stress will be discussed.

HRDV 3520  Compensation & Benefits (3 Credit Hours)
This is a comprehensive analysis of the purpose, structure, and effectiveness of compensation systems. Topics include legal issues, job design, job analysis, job evaluation, pay systems, incentives, psychological and motivational aspects of pay, executive compensation and compensation plan administration. Benefits are addressed at a basic level.

Prerequisite(s): HRDV 3330.

HRDV 3650  Plan, Recruit & Selection HR (3 Credit Hours)
This course addresses the strategic, legal and administrative issues associated with recruitment and selection of employees, including an assessment of staffing needs. The psychological aspects of Human Resources flow systems are emphasized. Career issues are examined from the point of view of the employee and the organization. The coordination of Human Resources planning and organizational competitive strategy is covered.

HRDV 3700  Perf Appraisal & Productivity (3 Credit Hours)
This course includes developing and implementing performance appraisal systems appropriate for the organization’s competitive strategy. Students are introduced to productivity-enhancing work designs such as Total Quality Management, teams, empowerment, and Business Process Reengineering.

Prerequisite(s): HRDV 3330.

HRDV 3920  Employment & Labor Law (3 Credit Hours)
The Federal laws surrounding employment and their impact on Human Resource policies and practices are addressed in this class. These include the Equal Employment Opportunity Act, the Family and Medical Leave Act, Americans with Disabilities Act, Occupational Safety and Health Act, the National Labor Relations Act, and many others.

Prerequisite(s): HRDV 3330 or 3330.

HRDV 4910  Independent Study (1-3 Credit Hours)
Independent Study in the BSHR discipline for the BSLS Programs.