

MGT 4173: Human Resource Selection

3 Credit Hours

Prerequisite: MGT 4002 and [Admission to the Coles College Undergraduate Professional Program] or [60 credit hours with a minimum GPA of 2.0 student in a Coles College Partner Program that includes this course]

This course focuses on the acquisition, selection, and placement of human resources to maximize organizational effectiveness. Topics include strategic human resources planning, EEO requirements, labor force forecasting, job analysis methods, recruitment practices, employee selection techniques, and testing procedures that increase employee-job fit.

MGT 4174: International Human Resource Management

3 Credit Hours

Prerequisite: MGT 3100, 60 credit hours with a minimum GPA of 2.0, and Admission to the Coles College Undergraduate Professional Program OR student in a Coles College Partner Program that includes this course.

This course focuses on human resource management functions required to implement international or global strategy. Areas examined include international recruitment and selection, performance management, training and development, compensation, labor relations, management of expatriates and their repatriation, dealing with host country nationals, and career management in the international context. Special topics include human resource law and issues in specific countries outside the U.S. and managing a multicultural labor force in the U.S.

MGT 4185: Technology and Innovation Management

3 Credit Hours

Prerequisite: MGT 3200 and [60 credit hours with a minimum GPA of 2.0, and Admission to the Coles College Undergraduate Professional Program or student in a Coles College Partner Program that includes this course.]

This course focuses on the management of technologies within organizations. Specific topics include the management of innovation, technological development, research and development, the justification and strategic implications of new technologies, and the development of a technological strategy. The management of both manufacturing and information technologies will be emphasized.