Human Resource Management (MGMT 3810)
Management & Leadership Major Course

An introduction to the management of human resources, including strategic human resource management, employment law, talent acquisition and management, compensation, training and development, employee and labor relations, performance management, and health/safety/security.

SIGNATURE ASSIGNMENTS

- **Excel Project:** Practice using Excel to analyze real organizational data to prioritize training workshop topics.
- **Generative AI:** Use generative AI to create, revise, and update job descriptions and to analyze qualitative data.
- **Job Analysis Project:** Observe an actual job being performed to create a job description, person specification, and realistic interview questions.
- **Legal Case Analysis:** Analyze an actual employment law case from Tennessee to identify lessons learned and implications for managers).

CAREER BUILDING BLOCKS

- Recognize employment laws and their implications
- Explore the basics of workforce planning, recruitment, employee selection, retention and turnover, training and development, and performance management
- Examine the components of total rewards systems
- Use Excel to analyze real organizational data and develop HRM solutions
- Use generative artificial intelligence to create and revise job descriptions

CONNECT ACTIVITIES

Professional Development • HRM Student Showcase • Guest Speakers

> " I enjoyed this class. While I've worked... for many years, I thought I understood the full role of Human Resources, but I only saw the tip of the iceberg. "

> " Taking the HRM class should be a necessity for anyone wanting to go into management... "

> " It's about building a fair system between management and employees to help the business succeed. "

SHRM® ACADEMICALLY ALIGNED

Dr. Kristie Abston*, SPHR, SHRM-SCP

Offered Fall, Spring, and Summer (in-person and online)
MTSU Jones College of Business
 * Other faculty may teach this course.