HUMAN RESOURCES MGMT (MBAE)

MBAE 601 The Legal and Ethical Environment of Business (3 semester hours)
The factors present in the external environments of business relative to business law and political entities that must be dealt with by business managers. Interrelated ethical considerations will be explored along with such topics as agency, contracts, business organizations, property, the court system, and business interfaces with local, state and federal governments. This course satisfies the Business and Society requirement.

MBAE 613 Performance Management (3 semester hours)
Key principles, methods and techniques are presented for enhancing employee productivity through performance problem analysis, work design, coaching, training and skill development, performance appraisal system design and implementation, employee correction and discipline, interpersonal communications skills, team development and management, empowerment and other formal and informal performance management systems. Includes Human Resource performance management issues and methods appropriate for the small- and medium-sized enterprise. Critical legal aspects of performance management are also covered. Also listed as MBAB 613 and MBAH 613. Prerequisite: MBAE 610.

MBAE 630 Strategic Human Resource Management (3 semester hours)
This course examines important HRM topics that are closely involved in the successful formulation and implementation of strategy within organizations for achieving competitive advantage, including strategic human resource planning and staffing, organizational culture and leadership, communication, compensation and reward systems, managing organization change and development, and building learning organizations. Prerequisite: MBAE 610.

MBAE 632 Employee & Labor Relations (3 semester hours)
This course provides an important overview of critical issues and concepts in employee and labor relations, involving the employer-employee relationship within both union and non-union organizations. Topics include labor law, collective bargaining, administration of the collective bargaining agreement, mediation and arbitration, and grievance and discipline procedures. Prerequisite: MBAE 605

MBAE 636 Managing Organizational Change and Development (3 semester hours)
This course will focus on an investigation of the emerging field of Organization Development (OD), including its major theories, basic concepts and primary intervention/change strategies. This course will focus on assessing the health/effectiveness of an organizational system and how planning an intervention/change strategy will increase the effectiveness of the organization. Also listed as MBAB 636. Prerequisite: MBAE 610.

MBAE 637 International Management of Human Resources (3 semester hours)
This course examines key issues and problems involved in managing human resources on a global scale. In addition to comparative analysis of traditional HRM areas such as staffing, training, performance appraisal, and compensation, special topics include expatriate preparation, repatriation, and managing an international and culturally diverse workforce. Also listed as MBAB 637 and MBAG 637. Prerequisite: MBAE 610.