



## GRADUATE CERTIFICATE IN **Human Resource Management**

### Certificate Description

**This certificate provides experienced professionals who possess a bachelor's degree the ability to obtain specialization in the field of Human Resource Management to grow professionally.**

**Leadership and Ethics for Managers—MGT 615**—In this course, students explore the interaction between leaders, followers, and situations. The course involves the consideration of opportunities and ethical challenges of leadership.

**Outcomes:**

- Compare and contrast leadership and management, and understand their similarities and differences as well as the ethical challenges that managers face.
- Explain the role of individual differences and traits in leadership.
- Describe the role of relationship development and management in effective leadership and use the concepts in improving leadership effectiveness.
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- Analyze the various leader, follower, cultural, and situational characteristics that contribute to leadership.
- Discuss and explain when and why participation should be used to improve leadership effectiveness.
- Apply ethical reasoning skills and ethical theories to business situations.
- Apply critical thinking skills to analyze business situations.
- Discuss the opportunities provided by technology for businesses.
- Recognize situations that present potential legal and ethical issues and develop solutions for those issues.
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**Human Resource Strategy—MGT 652**—This course explores the interaction between strategy and human resources from a general managerial perspective. Students examine the integration of human resources policies and practices with organization goals.

**Outcomes:**

- Research and discuss issues in human resource management, including globalization and diversity.
- Explain the legal environment of human resources, and assess its impact on human resource strategy.
- Students analyze real world issues and develop proficiency in solving human resource problems through case studies and simulations.
- Formulate a human resource strategy for a given situation.
- Apply critical thinking skills to analyze business situations.
- Discuss the opportunities provided by technology for businesses.
- Recognize situations that present potential legal and ethical issues and develop solutions for those issues.



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**Employment Law—MGT 655**—This class examines Federal legal regulation of the hiring and firing process, wage and hour laws, occupational health and safety rules, workers' compensation, unemployment insurance, and connected topics.

**Outcomes:**

- Discuss the rights of an employee and the legal obligations of manager
- Describe the federal laws and regulations pertaining to employee workplace rights.
- Evaluate the legal liability of non-compliance.
- Analyze the issues surrounding the formation, duration, and termination of the employment relationship.
- Develop human resource policies in accordance with federal laws and regulations
- Apply critical thinking skills to analyze business situations.
- Discuss the opportunities provided by technology for businesses.
- Recognize situations that present potential legal and ethical issues and develop solutions for those issues.
- Use effective communication techniques.

**International Management and Leadership—MGT 658**—This course examines the role national culture plays in managing people and developing managerial systems at the international, multinational, and global level. The course includes analysis of how different national/regional cultures affect issues such as employee motivation, group dynamics, leadership, negotiation, conflict resolution, communication patterns, and approaches to organizational change.

**Outcomes:**

- Develop an employee motivation plan for an international team with an emphasis on national cultural differences.
- Discuss the effect of national and regional cultures on managing people.
- Analyze the differences in team and group dynamics in various cultures.
- Communicate a plan for organizational change in a multinational enterprise.
- Compare communication patterns in different national and regional cultures.
- Apply negotiation and conflict resolution techniques to international business situations.
- Develop strategic solutions to international business management problems.
- Apply capacity building techniques to improve international businesses.
- Compare how international and domestic marketing plans reflect national cultural differences.
- Apply critical thinking skills to analyze business situations.
- Discuss the opportunities provided by technology for businesses.
- Recognize situations that present potential ethical and legal issues and develop solutions for those issues.
- Use effective communication techniques.