

# HUMAN RESOURCES/ ORGANIZATIONAL BEHAVIOR (HROB)

## **HROB 101. The Management of Contemporary Organizations. 3 Units**

Overview of managerial and organizational theory and practice, including a discussion of the contingencies that influence an organization's effectiveness and efficiency. Focus is on the decision making and problem-solving processes that affect managerial performance in planning, implementing, and controlling the work of contemporary organizations.

## **HROB 151. Management of Human Resources. 3 Units**

Seminar covering contemporary processes and practices pertaining to the organization and management of personnel including employee selection, development, motivation, evaluation and remuneration, and union relations. Emphasis on the management of human resources in task oriented organizations. Instructional method provides for case method, laboratory exercises, and small group discussion.

## **HROB 152. Management Skills Seminar. 3 Units**

**Prerequisite(s):** HROB 101; HROB 151 recommended.

Development of management awareness of the dynamics of organizational behavior. Emphasis on case discussions, small group action and role playing for the acquisition of knowledge and skills for effective managing and changing in an organization.

## **HROB 153. Employment Law. 3 Units**

Provides students with an overview of the employment laws that impact and influence the workplace including laws regarding employment discrimination, disability discrimination and accommodation, employment leaves of absence, workplace harassment, employment torts and contracts, wage/hour regulations, employee privacy, intellectual property in the employment setting, and other emerging issues in employment law and personnel management. The impact of law on the management of human resources will be the focus of this class.

## **HROB 154. Strategic Human Resources Management. 3 Units**

**Prerequisite(s):** HROB 151, HROB 152, HROB 153.

The objective of this capstone course is to identify contemporary strategies to improve individual and organizational performance. Utilizes a strategic human resource management perspective and incorporate Human Resource Management and Organizational Behavior theories for practical implementation in organizations. Links such concepts as compensation, performance management, law, conflict management, communication, diversity, ethics, and managerial skill building towards preparing for the future of managing individuals in organizations.

## **HROB 155. Conflict Management and Negotiation. 3 Units**

Analyzes conflict in organizations, and strategies and processes for effective settlement or resolution of that conflict. Emphasis on the practical aspects of institutional and extra-institutional processes outside the conventional legal system. These dispute resolution methods include negotiation, mediation, arbitration and fair hearing. Students participate in a variety of exercises including simulated negotiations. Through these exercises students explore the basic theoretical models of bargaining and test and improve individual negotiation skills. Class format includes lecture, class discussion, simulation/role-play, expert guests and video demonstrations.

## **HROB 156. Current Trends and Emerging Issues. 3 Units**

Designed to provide an in-depth examination of current trends and emerging issues in human resources management and/or organizational behavior. Provides students the opportunity to better understand the latest people-related challenges organizations face. Instructional method provides for case method, group discussion, industry guest speakers, and classroom exercises.

## **HROB 157. Labor Relations. 3 Units**

Employer-employee relations in historical and contemporary contexts, with emphasis on the development of labor and management institutions and philosophies, public policies, collective bargaining, and contract administration in the private and public sectors.

## **HROB 158. Special Topics in Human Resource Management. 3 Units**

Designed to provide an in-depth examination of a current human resource management topic(s), from both a theoretical and practitioner perspective. Possible topics include, but are not limited to, outsourcing and staffing trends, merit-based performance and compensation plans, technology-based recruiting and selection practices, and innovations in training and career development. Instructional method provides for case method, group discussion, industry guest speakers, and classroom exercises.

## **HROB 159. Special Topics in Organizational Behavior. 3 Units**

Designed to provide an in-depth examination of a current organizational behavior topic(s), from both a theoretical and practitioner perspective. Topics include, but are not limited to, family-work relations, stress and burnout, workplace aggression, leadership and motivation, organizational politics and culture, attitudes and change, and organizational learning. Instructional method provides for case method, group discussion, industry guest speakers, and classroom exercises.

## **HROB 194. Cooperative Education Experiences in Human Resources Management. 6 - 12 Units**

**Prerequisite(s):** HROB 151 and a minimum overall GPA of 2.5.

In-depth supervised work experience in human resources management. This supervised work experience allows the student to become familiar with the practice of human resources management in businesses or governmental agencies.

**Note:** Open to all upper division students subject to permission of the Management Area. Petitions can be obtained from the Student Affairs Office, Tahoe 2065.

Credit/No Credit

## **HROB 195. Internship in Human Resources Management. 3 Units**

**Prerequisite(s):** Minimum Sacramento State GPA of 2.5 required.

Supervised work experience in business, governmental or service agencies for the purpose of increasing student understanding of the nature and scope of their operations. Supervision is provided by the faculty and the cooperating agencies. Open to upper division students, subject to permission of the Management Area. Petitions can be obtained from the Student Affairs Office, Tahoe 2065.

**Note:** Open to declared business administration majors only.

Credit/No Credit

## **HROB 199. Special Problems in Human Resources Management. 1 - 3 Units**

Individual projects or directed reading for students qualified to carry on independent work. Admission requires approval of the instructor and the Associate Dean. Petitions can be obtained from the Undergraduate Business Advising Center, Tahoe 1030.

Credit/No Credit