MGT 423 Compensation and Benefits Administration

The process of designing and managing a cost-effective, equitable, and legally acceptable total compensation package is examined. Topics include economic, social, and legal determinants of base pay; and incentives and benefits.

CREDITS

4 credit hours.

PREREQUISITE

MGT 320 or completion of the Social and Behavioral Sciences (SB) general education requirement.

OFFERED

Fall.

MGT 425 Recruitment and Selection

Concepts and methods involved in designing and managing the recruitment and selection functions of management are examined.

CREDITS

4 credit hours.

PREREQUISITE

MGT 320 or completion of the Social and Behavioral Sciences (SB) general education requirement

OFFERED

Fall.

MGT 428 Human Resource Development

The concepts, programs, and practices that organizations use to train and develop its members are examined. Topics include learning, needs assessment, program design and implementation, evaluation, skills training, and coaching.

CREDITS

4 credit hours.

PREREQUISITE

MGT 320 or completion of the Social and Behavioral Sciences (SB) general education requirement

OFFERED

Spring.

MGT 430W Strategic Human Resource Management

Seminar focusing on timely challenges organizations face and the strategic role of human resource management in addressing them. This is a Writing in the Discipline course.

CREDITS

4 credit hours.

PREREQUISITE

Any TWO of MGT 320, MGT 322, [MGT 423](https://ric.smartcatalogiq.com/en/2023-2024/catalog/courses/mgt-management/400/mgt-423), [MGT 425](https://ric.smartcatalogiq.com/en/2023-2024/catalog/courses/mgt-management/400/mgt-425), or [MGT 428](https://ric.smartcatalogiq.com/en/2023-2024/catalog/courses/mgt-management/400/mgt-428).

OFFERED

Spring.