

## Human Resource Specialization

### Interest Areas

Recruiting & Employment  
Strategic Planning  
Record Keeping  
Employer Relations

### Employers

Government Agencies  
Financial Institutions  
Healthcare Industry  
Manufacturing Firms  
Nonprofits  
Service Industries

### Professional Societies

The Society for Human Resource Management (SHRM)

SHRM is the world's largest association devoted to human resource management. Representing more than 285,000 members, SHRM's mission is to serve the needs of HR professionals by providing the most essential and comprehensive resources available. For more information, visit [www.shrm.org](http://www.shrm.org).

### Related Certifications

Professional in Human Resources (PHR)  
Senior Professional in Human Resources (SPHR)  
Global Professional in Human Resources (GPHR)

### Contact

#### Flores MBA Program

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## What is Human Resource Management?

Human Resource Management (HRM) is the strategic approach to the overall management of an organization's employees who individually and collectively contribute to the achievement of the objectives of the company. Additionally, HRM is the organizational function that deals with issues such as compensation, hiring, performance management, organization development, safety, wellness, benefits, communication, administration, and training.

Specific disciplines and functions of HRM include business leadership, benefits, compensation, consulting, staffing, diversity, labor relations, ethics and sustainability, and organizational and employee development, among others.

**MGT 4322 Employee Selection and Placement:** Staffing requirements, recruitment strategies, development and validation of selection procedures, classification and placement of employees, problems associated with person-job matching, socialization of new employees.

**MGT 4523 Legal Issues in Human Resource Management:** An examination of the most significant laws and court rulings influencing companies' employment practices; topics include anti-discrimination statutes, affirmative action, commonly committed workplace torts, occupational safety and health laws, workers' compensation, and wrongful termination.

**MGT 4323 Compensation Administration:** Quantitative and non-quantitative methods of job evaluation; wage level, wage structure, and incentive plans; benefits of administration; issues of employee compensation.

**BADM 7160 Negotiation, Persuasion, and Influence:** Experiential-based course designed to provide managers with the basic concepts and techniques necessary for effective negotiation and conflict resolution in a variety of business contexts.

**PADM 7912 Public Personnel Policy:** Explores human resource policy, including procedures and principles of personnel administration; traditional aspects of personnel administration, including recruiting, job classification, evaluation, and compensation; and dynamic topics, including workforce diversity, drug abuse, whistle blowing, sexual discrimination, labor relations, and other relevant issues.

**BADM 7900 Human Factors in Business and Industry:** Human factors related to business problems.

**Please note:** Students should work with the Flores MBA office to confirm availability of elective courses each semester. Electives are not available every semester and are subject to instructor availability. In cases where an elective is not offered as planned, the Flores MBA office will attempt to find alternative courses for the student to take so that the specialization can be completed.