

DOCTOR BUSINESS ADMINISTRATION HUMAN RESOURCES (DBAR)

DBAR-7701: Human Resource Foundations and Current Challenges: Theories, Models, and Practice (3 hours)

In this course, students will examine the foundational concepts of Human Resources (HR) in business environments, and recognize the current challenges to HR management as they relate to traditional theories, models and practices. They will analyze the changes in the role of HR in today's workplace, and be able to apply efficient and innovative strategies that integrate relevant theory, models and best practices.

DBAR-7702: Human Resources Management Strategic Implementation and Performance (3 hours)

In this course, students will examine the foundational concepts of Human Resources (HR) in business environments, and recognize the current challenges to HR management as they relate to traditional theories, models and practices. Students will analyze the changes in the role of HR in workplace over time, and be able to apply efficient and innovative strategies that integrate relevant theory, models and best practices.

DBAR-7703: Human Resources Management: An International Case Study Approach (3 hours)

In this course, doctoral students will examine international HRM from a case-based overview. The real-life cases are designed to reflect the impact of national-level cultures and business practices on institutional IHRM decision-making. Institutional factors that influence HRM practices as they relate to the very nature of IHRM locally, nationally and globally are addressed in context. The cases present IHRM issues as faced by multi-nationals, some of whose home bases are not in the United States. This includes organizations that are in emergent nations. This transnational perspective prepares students for the new realities of IHRM, where institutional practices have to be implemented within different countries and with new perspectives.