

MBA PROGRAMS

(Interamerican University of PR Metro Campus)

Students of the Business Administration Program must pass all specialization courses with a minimum grade of B.

Specialization in Human Resources (M.B.A.)

Required Courses

BADM 6070 Human Resources Administration
BADM 697C Integrating Seminar in Human Resources

Three of the following courses:

BADM 6020 Training, Development and Administration of Human Resources
BADM 6080 Salary Administration
BADM 6090 Supervision and Leadership
BADM 6910 Practice in Human Resources
LARE 5010 Collective Bargaining in the Public and Private Sector
LARE 5400 Labor Legislation

Courses Descriptions

BADM 6020 TRAINING, DEVELOPMENT AND ADMINISTRATION OF HUMAN RESOURCES
Development of skills to design training programs at the managerial level, relating theory to life experiences in each specific situation.

BADM 6080 SALARY ADMINISTRATION

Economic aspects in wage determination. Emphasis of job evaluation, incentive systems and the classification of activities related to the remuneration of employees for work performed.

BADM 6090 SUPERVISION AND LEADERSHIP

Behavioral science research related to the functions and duties of management personnel with emphasis on line supervision. Role playing in supervisory problems

BADM 6910 PRACTICE IN HUMAN RESOURCES

Supervised practice in the tasks appropriate for human resource supervisors. Practice will be under the supervision of a faculty member and will consist of a minimum of 120 hours of practice. Includes periodic meetings and visits to a practice center with a faculty member.

BADM 697C INTEGRATING SEMINAR IN HUMAN RESOURCES

Academic experience directed to students' mastery of the knowledge inherent to their specialization and their capacity to integrate it and to apply it to the solution of complex problems. Prerequisite: Have completed all specialization courses. Grade: P/NP.

LARE 5010 COLLECTIVE BARGAINING IN THE PUBLIC AND PRIVATE SECTOR

Theory and techniques of collective bargaining in the public and private sector. Analysis of substantive aspects, collective bargaining procedures, content and administration of contracts and legislation governing labor relations.

LARE 5400 LABOR LEGISLATION

Review of Federal and Puerto Rican labor laws (except those regulating labor relations), their historical development and possible future trends. Topics include, among others, workers' constitutional rights; minimum local and federal wages; anti-discrimination laws, unemployment insurance, and occupational safety and health preservation.