Human Resource Management (HRM)

- Major: 61 credit hours
- Major GPA required for graduation: 2.25

PROGRAM REQUIREMENTS:

- Capstone: Strategic Human Resource Management (HRM 450)

Description of Major: Human resource management is a rapidly growing field in all industries. Professional knowledge areas include staffing, training and development, compensation and benefits, employment law, risk management, human resource technology, employee/labor-management relations, strategic human resources management, and global human resources. Competencies are emphasized include communication, leadership, ethical practice, critical analysis, and business acumen. Students will use their knowledge and competencies to stay abreast of current trends in the workplace. McKendree University provides students with internship opportunities in a variety of businesses intended to give them experience in the field.

Student Learning Outcomes

Students will:

- Demonstrate an understanding of the major concepts in the functional areas of human resource management.
- Analyze critical human resource issues considering business, economic, cultural, and legal perspectives.
- Examine and apply the principles of ‘best practices’.
- Develop and communicate clear, concise information in various formats for a diverse population.
- Use data, evidence-based research, benchmarks, human resource, and business metrics to facilitate decision-making.

The Human Resource Management major has been certified by the Society for
SHRM) as one that “aligns with the HR Curriculum Guidebook and Templates” developed by SHRM.

**HUMAN RESOURCE MANAGEMENT MAJOR 61 crs.**

**BUSINESS CORE REQUIREMENTS 40 crs.**

ACC 205 PRINCIPLES OF FINANCIAL ACCOUNTING (3)
ACC 230 PRINCIPLES OF MANAGERIAL ACCOUNTING (3)
ECO 211 PRINCIPLES OF MICROECONOMICS (3)
ECO 212 PRINCIPLES OF MACROECONOMICS (3)
BUS 303 BUSINESS LAW I (3)

or

BUS 304 BUSINESS LAW II (3)
BUS 324 BUSINESS ETHICS AND CORPORATE SOCIAL RESPONSIBILITY (W) (3)
FIN 308 PRINCIPLES OF BUSINESS FINANCE (3)
BUS 310 QUANTITATIVE ANALYSIS FOR BUSINESS DECISIONS (3)
MTH 170 STATISTICS (4)
MGT 204 PRINCIPLES OF MANAGEMENT (3)
MKT 205 PRINCIPLES OF MARKETING (3)
BUS 410 MANAGEMENT INFORMATION SYSTEMS (3)

or

ACC 220 ACCOUNTING INFORMATION SYSTEMS (3)
BUS 450 BUSINESS STRATEGY AND POLICY (3)

**HUMAN RESOURCE MANAGEMENT MAJOR REQUIREMENTS 21 crs.**

MGT 314 ORGANIZATIONAL BEHAVIOR (3)
MGT 334 HUMAN RESOURCE MANAGEMENT (3)
HRM 360 LEARNING AND DEVELOPMENT (3)
HRM 411 TALENT MANAGEMENT (W) (3)
HRM 430 BENEFITS AND COMPENSATION (3)
HRM 440 EMPLOYMENT LAW (3)
HRM 450 STRATEGIC HUMAN RESOURCE MANAGEMENT (3)
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