

Human Resource Management (HRM)

- **Major: 60 credit hours**
- **Major GPA required for graduation: 2.25**

PROGRAM REQUIREMENTS:

- **Capstone: Strategic Human Resource Management (HRM 450)**

Description of Major: Human resource management prepares students to apply knowledge and skills to the design, management, and evaluation of programs to improve individual productivity and organizational effectiveness. Courses include topics in recruiting, staffing, the employer/employee relationship, compensation, risk management, organizational behavior, labor relations, and applications to issues such as employee development, international HR, and workforce changes.

The human resource management major has been certified by the Society for Human Resource Management (SHRM) as one that “aligns with the SHRM Curriculum.” The major incorporates the SHRM key competencies: business acumen, communication, consultation, critical evaluation, ethical practice, global and cultural effectiveness, leadership and navigation, and relationship management.

Any business course outside of the business core may be applied toward the completion of requirements for only one business major or minor.

Preparation: Managing people in every organization is key to the success of any endeavor. People are one of the most expensive line items in every budget. Managing the costs requires an understanding of the business and the functions in business, as well as the laws and regulations (federal, state, and local). Human resource management includes all people functions from recruiting to retention to succession planning and exiting. The major prepares students for entry-level careers in human resources which can be the HR Generalist or the HR Specialist in any industry.

Student Learning Outcomes

Students will:

- Apply critical thought regarding the environment of business.

- Demonstrate an understanding of the major concepts in the functional areas of business.
- Analyze human resource issues due to political, economic, social, technological, legal, and environmental forces.
- Utilize data, evidence-based research, benchmarks, human resources, and business metrics to facilitate decision-making.

HUMAN RESOURCE MANAGEMENT MAJOR 60 crs.

BUSINESS CORE REQUIREMENTS 39 crs.

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

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

ACC 220	ACCOUNTING INFORMATION SYSTEMS	3
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BUS 450	BUSINESS STRATEGY AND POLICY	3
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HUMAN RESOURCE MANAGEMENT MAJOR REQUIREMENTS 21 crs.

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

HRM 360 3

LEARNING AND DEVELOPMENT

This course focuses on aligning organizational business needs with employees' competencies, knowledge, and skills, and identifying the gaps, providing learning opportunities that increase employee capability and organizational knowledge. Some of the topics include Human Performance Technology organizational intervention design and implementation approaches, knowledge management, and coaching/mentoring. The course includes application of current federal laws and regulations and proposed changes. Prerequisite: MGT 334.

HRM 411 3

TALENT MANAGEMENT (W)

This course includes recruiting, selection, hiring, retention of staff, and employee relations. Additional topics covered will be performance management, career development, and the use of metrics to objectively guide the decision-making processes. The course includes application of current federal laws and regulations and proposed changes. This course contains professional writing assignments; such as case study analysis. Prerequisite: MGT 334.

HRM 430 3

BENEFITS AND COMPENSATION

Compensation is a term used to describe pay and benefits. The class will explore how a company's mission, goals, and philosophy affects compensation. Topics include the role of job analysis and job design in compensation decisions. The course includes application of current federal laws and regulations and proposed changes. Prerequisite: MGT 334. Spring and summer, annually.

HRM 440 3

EMPLOYMENT LAW

Employment law focuses on federal laws, regulations, and executive orders that impact employee/employer relationships. Some of the laws covered are Americans with Disabilities Act, Fair Labor Standards Act, Occupational Safety and Health Act, Civil Rights Act, Affordable Care Act, and Family Medical Leave Act. Students will learn the terminology and application of the laws through case studies. Prerequisite: MGT 334 and BUS 303 or 304.

HRM 450 3

STRATEGIC HUMAN RESOURCE MANAGEMENT

This course is a culmination of all previous course work designed to incorporate the interrelationship of HR functions, ethics, sustainability, corporate/social responsibility, international HR, and role of HR professional as internal consultant to business. Topics include managing workforce changes, mergers, acquisitions and reductions in force, competitive strategy, HR performance metrics, and organizational effectiveness. The course includes application of current federal laws and regulations and proposed changes. With the instructor's guidance, the student will develop a project related to the overall environmental context of business. Prerequisites: MGT 314, 334, COM 370, HRM 411, 430, 440.

HRM 470 3-8

INTERNSHIP IN HUMAN RESOURCE MANAGEMENT