

Human Resources Management (HRM): An Emphasis in the Faculty of Business Administration and Economics.

Coordinator: Christine Arzoumanian, Ph.D.

A student who completes the Emphasis in Human Resources Management program receives a Bachelor of Business Administration (BBA) with an emphasis in Human Resources Management.

The student who graduates with a major in HRM will be able to:

- Apply business knowledge, reflective practices, and ethical leadership skills to help position the organization competitively.
- Apply knowledge of human behavior, labor relations, and current laws and regulations to produce a working environment that is safe, fair, and compliant with all applicable regulations.
- Create a working environment in which all employees feel motivated and valued.
- Develop, implement, and assess recruitment, training, development, and total rewards programs that foster employee and organizational learning and development.
- Identify and use technology to research, collect, analyze, and interpret data and effectively communicate information in a professional manner
- Communicate clearly and concisely both orally and in writing.
- Demonstrate a desire for self-improvement and continued learning.

Students intending to major in Business Administration with an emphasis in Human Resources Management must first secure the approval of the Faculty and complete at least 74 credits hours in faculty requirements. Students entering as sophomores must complete a minimum of 104 credits of 200-level courses. Students entering as freshmen must complete a minimum of 134 credits, of which 104 credits must be in 200-level courses.

General Education

(30 cr.)

Core requirements for all HU students are listed on page 60.

Core Requirements

(45 cr.)

ACC 211	Fundamentals of Accounting I*	3 cr.
ACC 213	Cost and Managerial Accounting	3 cr.
ADC 241	Marketing Management	3 cr.
BAD 210	Introductory Data Analysis with Excel	3 cr.
BAD 211	Business statistics	3 cr.
BAD 231	Business Management	3 cr.
BAD 271	Managerial Economics	3 cr.
BAD 295F	Senior Seminar: Capstone Course	3 cr.
ECO 201	Microeconomic Principles*	3 cr.
ECO 202	Macroeconomic Principles*	3 cr.
FIN 220	Financial Management	3 cr.
LST 267	Labor Contract and Social Security	3 cr.
WRN 200	Work Ready Now	3 cr.
MIS 260	Business Data Analytics and Visualization	3 cr.
MIS 272	Management Information Systems	3 cr.

Electives

(4 cr.)

Any elective in the Faculty of Business Administration & Economics 4 cr.

Human Resources Management Requirements

(25 cr.)

HRM 200	Strategic Human Resources Management	3cr.
HRM 207	Performance Management	3cr.
HRM 208	Compensation and Benefits	3cr.
HRM 210	Training and Development	3cr.
HRM 211	Recruitment, Selection and Retention	3cr.
HRM 223	Negotiation	3cr.
HRM 229	Industrial and Organizational Psychology	3cr.
HRM 238	Organizational Behavior	3cr.
HRM 299	Internship	1cr.

**Students must successfully complete ACC 211, ECO 201, and ECO 202 during their sophomore year, earning a minimum grade of 70 in each course.*

Courses in Human Resources Management (HRM)

HRM 200 Strategic Human Resource Management (3 cr.)

The course covers a wide range of HR topics and shows students the importance of human resource management. Offering a wealth of functional examples and applications, this course explains how important is that all managers need basic human resource management skills. This course builds its core around the talent management process—which is defined as the goal-oriented and integrated process of planning, recruiting, developing, managing, and compensating employees.

HRM 207 Performance Management (3 cr.)

This course clearly describes the key approaches to designing, implementing and managing an effective performance management system, and sets these approaches within the broader context of the organization. Covering the importance of mission and strategy, reviewing and rewarding performance, and the controversies surrounding performance-related pay it is relevant to all those who have a responsibility for designing, introducing or managing a performance management system. Prerequisite: HRM 200.

HRM 208 Compensation and Benefits (3 cr.)

Strategic Compensation: A Human Resource Management Approach illustrates the art and science of compensation practice and its role in promoting a company's competitive advantage. This course focuses on a compensation program's objectives and strategies that are essential in providing a company with a competitive edge. A compensation program is an invaluable tool companies possess to attract, motivate and retain talent. Prerequisite: HRM 200.

HRM 209 Group Dynamics (3 cr.)

The course provides students with practical strategies, built on theory and research, for communicating and working successfully in groups. It includes the guiding principle of balance while looking at both how groups work and how to work in groups. This course gives students the tools to apply group communication theories, methods, and skills—helping them become more effective and ethical group members. Prerequisite: HRM 200.

HRM 210 Training and Development (3 cr.)

This is a senior course that teaches HR students the necessary skills to become affective trainers. Knowledge of proper training methods is crucial for rapidly growing organizations. The course covers several concepts like defining training and development in organizations, describing the role of trainers, using different training designs and programs, teaching how to judge the feedback system and developing the trainer as a leader. Students also learn about

electronic training as well as developing, implementing and evaluating training inside organizations. Prerequisite: HRM 200.

HRM 211 Recruitment, Selection and Retention (3 cr.)

Various methods for recruiting, selecting, and retaining employees. Topics include human resource planning; determination of staffing needs; internal and external recruitment strategies; selection interviews, tests, and assessment procedures; equal employment opportunity; placement, promotion, and transfer policies; and retention strategies. Prerequisite: HRM 200.

HRM 223 Negotiation (3 cr.)

The course addresses negotiations and dispute resolution in a wide variety of settings. Because skill development is an important part of becoming a masterful negotiator, concepts are augmented with numerous exercises, activities, role plays, and self-assessments. By combining theoretical foundations with experiential exercises, the course helps students develop their ability to negotiate and resolve conflicts in both personal and professional settings.

HRM 229 Industrial and Organizational Psychology (3 cr.) (Equivalent to PSY 229)

Work holds an important role in the daily lives of people everywhere and represents a unique domain of psychological experience. This course is designed to introduce students to the scientific study of people's behavior at work from the time they enter the labor force until retirement, and to the organizational practices used to create a good fit between people's characteristics and work's demands. The major study topics include personnel selection, placement, training, work motivation, job satisfaction, leadership, teamwork, and work-family balance. Prerequisite: HRM 200.

HRM 238 Organizational Behavior (3 cr.) (Equivalent to BAD 238)

The OB course covers all the key concepts needed to understand, predict, and respond to the behavior of people in real-world organizations. The course includes cutting-edge topics in how to increase motivation and job satisfaction. Prerequisite: HRM 200.

HRM 276 Leadership and Change Management (3 cr.)

Recognizing and responding to change is the oxygen of life for an organization, and leadership is fundamentally about focusing organizations on these new realities. In the past, leaders generally knew that they were invested with formal power and their directives carried the weight of authority. Today's organizations are flatter and formal authority is not as useful anymore; in order to get people

moving in the right direction, leaders have to rely on personal influence, communication and conflict resolution skills. Managing change is tough but necessary in an environment that shifts constantly. Moreover, consensus on how to achieve change is difficult as each manager looks at change initiative from his or her viewpoint, based on personal experience. Prerequisite: HRM 200.

HRM 299 Internship

(1 cr.)

A one-credit course of one to two months of training in a business firm.

Prerequisite: Completion of 54 Sophomore-level credits.

WRN 200 Work Ready Now**(3 cr.)**

The Work Ready Now course is designed to provide students with the foundational “soft skills” and work-based learning experiences to prepare them for success in the workplace. Work Ready Now is designed to facilitate participatory, hands-on teaching and learning. Students will be actively engaged in the learning process and provided opportunities to practice and enhance new skills and gain the self-confidence necessary to secure and maintain work related to their professional goals. Work-based learning activities are woven into the course and will require students to go to real workplaces in the community outside of class time. Students will be guided to use free online digital tools to demonstrate their learning. Throughout the course, students will create a career portfolio that will help them on their experiential Work Ready Now journey from student to employee. They will also learn essential research skills, including gathering and assessing data through questionnaires and interviews, to support professional business reports.