

# HUMAN RESOURCE MANAGEMENT (EC)

The Human Resource Management major develops the knowledge and skills necessary for management of the human resource function within an organization. Students develop interpersonal as well as technical skills in areas such as employment practices, staffing, compensation and benefits, training, and change management.

## Program Learning Outcomes

Student learning outcomes for this major include the ability to:

1. Demonstrate effective writing, public speaking, and interpersonal communication skills;
2. Apply business management skills that successfully create a diverse workforce to achieve organizational goals;
3. Recognize, clarify and apply important federal and state legislation, case law decisions, and executive orders that affect the employment relationship;
4. Analyze a compensation plan that identifies and describes plan objectives, salary structure and fringe benefits;
5. Identify organizational needs for safety plans in multiple areas governed by OSHA related to employee health, safety, and security;
6. Engage management techniques that integrate employee and organizational development with leadership;
7. Organize strategies for the recruitment, selection, training, retention, and development of employees;
8. Gain an understanding of the elements of strategic planning for workforce and human resource development;
9. Identify and describe the elements of servant leadership which apply to the work of the human resource professional.

## Curriculum

Code	Title	Hours
	Post-Traditional Core Requirements ( <a href="https://catalog.cuw.edu/undergraduate/university/acad-prog/post-trad/core/">https://catalog.cuw.edu/undergraduate/university/acad-prog/post-trad/core/</a> )	44
	<b>School of Business Core Requirements</b>	<b>18</b>
	<b>Major Requirements</b>	<b>21</b>
	<b>Electives</b>	<b>37</b>
	<b>Total Hours</b>	<b>120</b>

## Business School Core Courses

Code	Title	Hours
BUS 272	Organizational Management Principles	3
BUS 315	Business Statistics (Counts as Mathematics Post-Traditional Core)	3
MGMT 336	Human Resource Management	3
MGMT 450	International Business	3
MGMT 472	Managing Change	3
MGMT 345	Diversity, Inclusion, and Human Relations	3
BUS 453	Business Policy and Ethics (Business School Capstone)	3
	<b>Total Hours</b>	<b>18</b>

## Major Courses

Code	Title	Hours
<b>Required Courses</b>		
LA 115	Student Success Strategies	3
COMM 201	Interpersonal Communication (Counts as Communication and Language Post-Traditional Core)	3
COMM 225	Intercultural Communication (Counts as Society and Culture Post-Traditional Core)	3
ENG 210	College Writing (Counts as Communication and Language Post-Traditional Core)	3
PSY 271	Social Psychology in Workplace (Counts as Human Beings and Being Human Post-Traditional Core)	3
REL 159	Heritage of Faith (Counts as Common Core Experience Post-Traditional Core)	3
BUS 265	Employment and Labor Relations	3
BUS 266	Staffing	3
BUS 388	Compensation and Benefits	3
BUS 434	Training and Employee Development	3
BUS 368	Philosophy of Values & Ethics	3
BUS 473	Integrative Project: HR Management	3
	<b>Total Hours</b>	<b>21</b>