

Bachelor of Arts in Human Resource Management

The Bachelor of Arts in Human Resource Management is designed for human resource professionals interested in understanding all of the functions within the field. The program will provide an overview of issues impacting the global workforce from a generalist and specialist perspective. While in the program, students will explore strategies to motivate, compensate, recruit, appraise, and develop an organization's talent base. Collaboration and case studies will support the importance of the human resource function to the strategic direction and effectiveness of an organization.

Degree Program Objectives

In addition to the institutional and degree level learning objectives, graduates of this program are expected to achieve these learning outcomes:

- Examine various laws, rules, regulation, and policies affecting human capital in today's global workforce.
- Compare and contrast compensation packages and incentives used to recruit and retain employees in a diverse and inclusive organization.
- Describe leading trends and issues in the field of human resource management.
- Summarize the role of the human resource department toward the strategic direction of the organization.

Degree at a Glance

| Code | Title | Semester Hours |
|------|---|----------------|
| | General Education Requirements | 30 |
| | Major Required | 24 |
| | Select one of the following concentrations: | 15 |
| | General Concentration (p. 2) | |
| | Employment Law (p. 3) | |
| | Final Program Requirements | 3 |
| | Elective Requirements | 48 |
| | Total Semester Hours | 120 |

Degree Program Requirements

General Education Requirements (30 semester hours)

| Code | Title | Semester Hours |
|---|--|----------------|
| Arts and Humanities (6 semester hours)¹ | | |
| Select 2 courses from the following: | | 6 |
| ARAB100 | Arabic I | |
| ARAB101 | Arabic II | |
| ARTH200 | Art Appreciation | |
| ARTH241 | Film and Literature | |
| DSIN141 | Image Enhancement using Adobe Photoshop | |
| FREN100 | French I | |
| FREN101 | French II | |
| GERM100 | German I | |
| GERM101 | German II | |
| JAPN100 | Introduction to Japanese | |
| LITR215 | Literature of American Encounters, Revolution, and Rebellion | |
| LITR218 | From Abolition to #MeToo: Literature of the American Civil Rights Movement | |
| LITR222 | Pivotal Figures in Early British Literature | |
| LITR225 | British Literature from Wordsworth through the Wasteland | |
| LITR231 | Leadership in World Literature: Antiquity to the Early Modern Period | |
| LITR233 | Literature of the Newly Globalized World: The Individual's Struggle to Adapt | |
| MUSI200 | Music Appreciation | |
| MUSI250 | World Music and Cultures | |
| PHIL101 | Introduction to Philosophy | |
| PHIL110 | Critical Thinking | |
| PHIL200 | Introduction to Ethics | |
| PHIL202 | Philosophy of Science | |
| PORT100 | Introduction to Brazilian Portuguese | |
| RELS201 | Introduction to World Religions | |
| RUSS100 | Russian I | |
| SPAN100 | Spanish I | |
| SPAN101 | Spanish II | |
| STEM270 | Thinking and Acting Ethically | |
| Civics, Political and Social Sciences (6 semester hours)¹ | | |
| Select 1 course from the following: | | 3 |
| ECON101 | Microeconomics | |

| | | |
|-------------------------------------|---|---|
| ECON102 | Macroeconomics | |
| Select 1 course from the following: | | 3 |
| ANTH100 | Introduction to Anthropology | |
| ANTH202 | Introduction to Cultural Anthropology | |
| CHFD220 | Human Sexuality | |
| COMM211 | Social Media and Society | |
| COMM240 | Intercultural Communication | |
| EDUC200 | Humane Education: A Global Interdisciplinary Perspective | |
| GEOG101 | Introduction to Geography | |
| HOSP110 | Practical Food Safety and Awareness | |
| IRLS210 | International Relations I | |
| LITR212 | Forgotten America—Under Represented Cultures in American Literature | |
| LITR235 | Four Points of the Compass: Culture and Society Around the World | |
| POLS101 | Introduction to Political Science | |
| POLS210 | American Government I | |
| PSYC101 | Introduction to Psychology | |
| SOCI111 | Introduction to Sociology | |
| SOCI212 | Social Problems | |
| SOCI220 | American Popular Culture | |
| STEM280 | Exploring Society and Cultures via Science Fiction | |

Communication: Writing, Oral, and Multimedia (9 semester hours)

| | | |
|-------------------------------------|--|---|
| COMM120 | Information and Digital Literacy | 3 |
| ENGL110 | Making Writing Relevant | 3 |
| Select 1 course from the following: | | 3 |
| COMM200 | Public Speaking | |
| ENGL101 | Proficiency in Writing | |
| ENGL115 | Argumentation and Rhetoric | |
| ENGL210 | Introduction to Literature | |
| ENGL220 | Technical Writing | |
| ENGL221 | Scientific Writing | |
| ENGL226 | Effective Business Communication | |
| HRMT101 | Human Relations Communication | |
| IRLS200 | Information Literacy and Global Citizenship | |
| ITCC231 | Introduction to Information Technology Writing | |
| MGMT100 | Human Relations | |

History (3 semester hours)

| | | |
|-------------------------------------|--------------------------------|---|
| Select 1 course from the following: | | 3 |
| HIST101 | American History to 1877 | |
| HIST102 | American History since 1877 | |
| HIST111 | World Civilization before 1650 | |
| HIST112 | World Civilization since 1650 | |

| | | |
|---------|--|--|
| HIST121 | Western Civilization before The Thirty Years War | |
| HIST122 | Western Civilization since The Thirty Years War | |
| HIST221 | African-American History before 1877 | |
| HIST222 | African-American History since 1877 | |
| HIST223 | History of the American Indian | |
| HIST270 | History of Science | |
| STEM185 | The History and Context of STEM | |

Mathematics and Applied Reasoning (3 semester hours)

| | | |
|---------|----------------------------|---|
| MATH120 | Introduction to Statistics | 3 |
|---------|----------------------------|---|

Natural Sciences (3 semester hours)

| | | |
|-------------------------------------|--|---|
| Select 1 course from the following: | | 3 |
| BIOL180 | Introduction to Biology | |
| BIOL181 | Introduction to Human Anatomy and Physiology | |
| CHEM180 | Introduction to Chemistry | |
| ERSC180 | Introduction to Meteorology | |
| ERSC181 | Introduction to Geology | |
| EVSP180 | Introduction to Environmental Science | |
| PHYS180 | Introduction to Physics | |
| SPST180 | Introduction to Astronomy | |
| STEM100 | Introduction to STEM Disciplines | |

Total Semester Hours 30

¹ All literature courses require successful completion of ENGL101 - Proficiency in Writing or ENGL110 - Making Writing Relevant.

Major Required (24 semester hours)

| Code | Title | Semester Hours |
|----------------------|---|----------------|
| HRMT200 | Human Resource Fundamentals | 3 |
| HRMT201 | Employee Training and Development | 3 |
| HRMT202 | Interviewing Fundamentals | 3 |
| HRMT407 | Human Resource Management | 3 |
| HRMT427 | International Human Resource Management | 3 |
| HRMT419 | Recruitment and Staffing | 3 |
| MGMT315 | Management Communications | 3 |
| MGMT314 | Management Ethics | 3 |
| Total Semester Hours | | 24 |

Students must choose a concentration for this degree program and may select from a General Concentration or Concentration in Employment Law.

General Concentration (15 semester hours)

The general concentration delves into behavior in organizations, training and development, compensation, performance management,

and technology to support the human resource management function. Students will compare compensation packages and reward systems and differentiate between various performance management methods.

Objectives

Upon successful completion of this concentration, the student will be able to:

- Explain the concept of total rewards in relation to employee compensation and benefits.
- Describe how human resource development is linked to the overall goals and strategies of an organization.
- Develop an understanding of basic systems and the criteria for success in using HR software in organizations.
- Compare and contrast successful and unsuccessful performance management systems.
- Prepare a strategy to motivate a diverse group of employees.

Concentration Requirements (15 semester hours)

| Code | Title | Semester Hours |
|--------------------------------------|---|----------------|
| HRMT412 | Compensation and Benefits | 3 |
| HRMT415 | Human Resource Management Information Systems | 3 |
| Select 3 courses from the following: | | 9 |
| MGMT311 | Organizational Behavior | |
| HRMT340 | Foundations of Diversity and Inclusion in the Workplace | |
| HRMT416 | Human Resource Development | |
| HRMT430 | Performance Management | |
| HRMT440 | Managing Diversity and Inclusion Initiatives | |
| Total Semester Hours | | 15 |

Concentration in Employment Law (15 semester hours)

The employment law concentration allows for deeper discovery of employee compensation and benefits. Students will also learn about dispute resolution, negotiation, employment law, and labor relations.

Objectives

Upon successful completion of this concentration, the student will be able to:

- Identify government regulations for compensation and benefits.
- Contrast mediation to adversarial dispute resolution models like arbitration and trial.

- Discuss several significant ethical issues involved in negotiation.
- Assess the impact of employment law/human relations in organizations.
- Examine sources of power considered during negotiation.

Concentration Requirements (15 semester hours)

| Code | Title | Semester Hours |
|----------------------|--------------------------------|----------------|
| HRMT412 | Compensation and Benefits | 3 |
| HRMT411 | Dispute Resolution | 3 |
| HRMT413 | Employment and Labor Relations | 3 |
| HRMT300 | Negotiation I | 3 |
| HRMT301 | Negotiation II | 3 |
| Total Semester Hours | | 15 |

Final Program Requirements (3 semester hours)

| Code | Title | Semester Hours |
|----------------------|----------------------------------|----------------|
| MGMT496 | Capstone: Portfolio ¹ | 3 |
| Total Semester Hours | | 3 |

¹ Prerequisite: Senior Standing and completion of all major courses prior to enrollment.

Elective Requirements (48 semester hours)

| Code | Title | Semester Hours |
|--|-------|----------------|
| Select any courses not already taken to fulfill the requirements listed above. Credits applied toward a minor or certificate in an unrelated field may be used to fulfill elective credit for the major. | | |
| Total Semester Hours | | 48 |