

BUSINESS: MANAGEMENT AND HUMAN RESOURCES: HUMAN RESOURCES

HUMAN RESOURCES OPTION

Students in human resources management study how organizations attract, motivate, develop, and retain employees, and how they interact with organizations representing employees. Topics covered include recruiting, external and internal staffing, compensation theory and administration, performance management, training and development, labor-management relations, and equal employment opportunity. This concentration is pursued by students seeking staff jobs in the human resources department, supervisory and team leader jobs, and entry into management training programs that precede job placement. It is appropriate for those who seek positions in both public and private sector organizations.

REQUIREMENTS

A student must take a minimum of 12 credits, distributed as follows:

Code	Title	Credits
M H R 305	Human Resource Management	3
<i>Complete 3 of the following HR electives OR 2 of the following and 1 Management elective:</i>		9-10
M H R 420	Managing Change and Organizational Effectiveness	
M H R 610	Compensation: Theory and Administration	
M H R 611	Strategic Talent Management	
M H R 612	Labor-Management Relations	
M H R 614	People Analytics	
<i>Management Electives</i>		
M H R 365	Contemporary Topics	
M H R 399	Reading and Research-Management (Double counting of M H R 399 across options within the M H R major is prohibited.)	
M H R 401	The Management of Teams	
M H R/ INTL BUS 403	Global Issues in Management	
M H R 412	Management Consulting	
M H R 423	Strategic Management	
M H R 604	Leadership Theory and Practice	
M H R 617	Diversity in Organizations	
M H R 628	Negotiations	
ECON 450	Wages and the Labor Market	
R M I 620	Employee Benefits Management	
Total Credits		12-13

FOUR-YEAR PLAN

Freshman

Fall	Credits	Spring	Credits
MATH 211	5	ECON 101	4
GEN BUS 110	1	PSYCH 202	3
Communications A	3	Science	3
Ethnic Studies	3	Humanities, Social Science, or Literature	3
12		13	

Sophomore

Fall	Credits	Spring	Credits	Summer	Credits
ECON 102	4	GEN BUS 307	3	FINANCE/ ECON 300	3
GEN BUS 306	3	ACCT I S 211	3		
ACCT I S 100	3	OTM 300	3		
M H R 300	3	MARKETNG 30C	3		
GEN BUS 360	3	M H R 305	3		
16		15		3	

Junior

Fall	Credits	Spring	Credits
M H R 610 or 611	2-3	M H R 612	3
Communications B	3-4	Business Breadth	3
Ethics ¹	3-4	Elective	3
Elective	3	Elective	3
Elective	3		
14-17		12	

Senior

Fall	Credits	Spring	Credits
GEN BUS 301	3	Business Breadth	3
Elective	3	Science	3
Humanities, Social Science, or Literature	3	Elective	3
Humanities, Social Science, or Literature	3	M H R 612, 365, 399, 423, 628, or R M I 620	3
12		12	

Total Credits 109-112

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Students must choose one of the following courses: PHILOS 241 Introductory Ethics, PHILOS 243 Ethics in Business, PHILOS 341 Contemporary Moral Issues, PHILOS/ENVIR ST 441 Environmental Ethics