



Bachelor of Arts in Human Resource Management

What's the most effective way to motivate people? How do you balance governmental regulations with corporate policies? If those questions interest you, this degree program will give you the answers. You'll deal with issues ranging from operations management to labor relations, while learning how to develop a safe and successful workplace. Once you earn your degree, you'll be ready to take on a variety of positions in the Human Resource field.

General Education Requirements – 42 credits

BEH 221 Introduction to Behavioral Science
(Required for all BA students.)

Additional Degree Requirements –3 credits

MAT 109 Business Math*
*Prerequisite: MAT 105

Selectives –15 credits

Common Body of Knowledge Requirements – 18 credits

Liberal Arts Core Requirements – 15 credits

Major Requirements - 33 credits

Credits Required for Degree: 126

Major Course Descriptions

BEH 407 Motivation and Achievement

This course explores evolutionary, socio-biological, environmental, and cognitive influences on human motivation and achievement. Students examine the attributes, attitudes, and abilities (e.g., learned optimism, assertiveness, creativity, and internal "locus of control") that increase personal effectiveness and facilitate achievement.

HRM 460 Labor/Management Relations*

The historical, current, and legal analysis of labor relations in the United States and its impact on an organization's ability to compete in the marketplace, to develop and maintain a successful workforce, and to comply with the various statutory and common law regulations governing labor/management relations are discussed in this course. Major topics include growth/trends in the labor markets, collective bargaining, impact of the labor relations on the organization's strategies, analysis of federal labor

laws, NLRA certification process, methods employed by management to avoid unions, methods employed by unions to represent bargaining units, and strikes and lockouts.

*Prerequisite: HRM 335

MGT 445 Corporate Training and Development*

The value of an educated workforce and how to develop it is the focus of this course. Major topics are understanding the need for training and organizational development within the organization, analysis, design, and development of programs that facilitate the achievement of corporate strategies, development of a training department within the corporate structure, monitoring, controlling, and evaluating training, and planning for future training needs.

*Prerequisite: HRM 335

COM 423 Group Dynamics: Teambuilding, Negotiation, and Conflict Management

This course examines effective vs. ineffective functioning of groups and teams and how leaders emerge. Conceptually and through simulated (role-playing) activities, brainstorming, group problem solving and decision-making, negotiating, and "no-lose" conflict resolution are explored.

HRM 430 Employment Law*

This course provides an overview of key legislation that impacts employee rights, training, consumer protection, compensation, benefits, employee and labor relations, and health, safety and security. The importance of effective management practices to ensure federal and state regulatory compliance in the areas of employee and employer rights and responsibilities, job analysis, performance appraisal, and workplace behavior will also be reviewed.

*Prerequisite: HRM 335

HRM 410 Staffing and Employment Practices*

The current issues affecting staffing and employment practices in the United States and the impact on an organization's ability to compete in the marketplace, to develop and maintain a successful workforce, and to comply with the various regulations governing staffing and employment practices are discussed in this course. Major topics include technical issues involved in developing and implementing selection programs within organizations, how to achieve a successful person/job and person/organizational match, understanding organizational models used to select employees, laws governing



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staffing/employment practices, staffing procedures, policies, techniques, and problems, and the role of public policy on staffing/employment practices.

*Prerequisite: HRM 335

HRM 420 Health and Safety in the Workplace*

This course is designed to educate and increase students' awareness of internal and external factors that could negatively affect occupational safety in the workplace and their understanding of the practices that can maintain and/or improve workplace safety. The Occupational Safety and Health Administration (OSHA) is responsible for administering and enforcing programs, regulations, and standards designed to reduce injuries and illness on the job. The goal is to improve workplace safety and health for all workers by reducing hazards, exposures, injuries, illnesses, and fatalities while increasing employer and employee commitment to and involvement with safety and health.

*Prerequisite: HRM 335

MGT 370 Operations Management*

This course focuses on the management of the direct resources necessary to transform a variety of inputs into the finished goods or services provided by a company. It introduces the function and systems of a series of interrelated disciplines that make up a part of the business entity called Operations. Each operating organization and its role in the conversion process is examined. The course provides quantitative methods for achieving success both within an operating department and as an operations manager. Course material emphasizes corporate and operational strategy, logistics, inventory management, forecasting, scheduling, effective management of service or manufacturing production, quality, project management, and customer satisfaction.

*Prerequisite: RES 311

Two Upper Division Elective Courses

CAP 485 Integrated Capstone*

The Integrated Capstone Course helps students to synthesize the knowledge and skills that were learned in General Education and Common Body of Knowledge classes with the functional, theoretical, and technical skills and knowledge acquired in the Core and Major courses. The goal of the course is to create a dynamic inter-disciplinary learning experience, where organizational issues are viewed from various perspectives. Students will also assess

and demonstrate their mastery of University and program learning outcomes.

*Prerequisite: Student must have completed at least 114 credits.