

Human Resource Management Concentration

The Department of Management helps students become good decision makers and managers. If you are interested in a career related to helping companies in a variety of industries effectively manage their human capital, the Human Resource Management Concentration may be right for you.

What Do Human Resource Managers Do?

Human resource professionals operate in a dynamic and changing world, managing the organization's relationship with its employees. They develop and manage people, practices, and policies to ensure that they produce employee attitudes, skills, behaviors, and performance that companies need to achieve their strategic goals. They are commonly responsible for recruiting, hiring, on-boarding, training and developing, evaluating performance, compensating, providing benefits, counseling, and terminating employees. Human Resource Professionals are employed in every industry and are an essential partner in an organization's strategic vision for the future and for ensuring the right people are in place.

Potential Careers in Human Resource Management

- Compensation Analyst
- Employee Benefits Manager
- Employee Relations Manager
- Equal Employment Manager
- Health & Safety Manager
- Human Resource Assistant
- Human Resource Consultant
- HR Info Systems Manager
- HR Metrics Analyst
- Human Resource Manager
- International HR Manager
- Interviewer
- Job Analyst
- Labor Relations Specialist
- Negotiator
- Orientation Specialist
- Recruiter
- Selection Specialist
- Training/Development Specialist
- Wellness Program Administrator
- Workforce Planning Specialist

Common Characteristics and Skills of Successful Human Resource Management Students and Professionals

- Strong written and verbal communication skills
- Strong analytic and planning skills
- Highly organized and detail-oriented
- Persuasion and negotiation skills
- Tolerance for ambiguity
- Able to maintain confidentiality
- Empathy and compassion
- Flexible, alters approach based on audience characteristics
- Self-starter, works without close supervision, takes initiative
- Exercises ethical behavior at the highest level; employs good judgment; makes sound decisions
- Appreciates diversity and differences in people
- Works well with others and in team environments
- Effective in motivating and coaching others

Tips for Researching Human Resource Management Occupations

- Get involved with the student Society for HR MGT chapter
- Conduct an informational interview with an HR manager
- Shadow an HR manager for a day
- Search the web for job profiles and position descriptions
- Talk to alumni of the HR Management program
- Visit www.shrm.org, the Society for HR Management
- Attend a career fair; ask about the tasks of HR managers
- Take online assessment at the Career Management Center
- Visit with a Career Counselor in the Career Management Center
- Know yourself and what type of work you enjoy

Online Resources

www.acinet.org



This tool provides the specific regulations as a way to illustrate how the curriculum works. However, there is no substitute for working with an academic advisor; please visit with your advisor each semester as they can help you understand how the curriculum can be tailored to meet your individual needs.

HUMAN RESOURCE MANAGEMENT CONCENTRATION - RECOMMENDED COURSE SEQUENCE			
FRESHMAN	SOPHOMORE	JUNIOR	SENIOR
All-University Core Curriculum (AUCC) 31 Credits			
Arts and Humanities (3B) Biological and Physical Sci. w/lab (3A) CO150 (1A) Diversity and Global Awareness (3E) ECON202 (3C) MATH141 (1B)	Biological and Physical Sciences (3A) ECON204 (3C) Historical Perspectives (3D) STAT204	Students MUST complete CO150 and MATH141 by the time they complete 60 credits to avoid a registration hold.	
Business Core 35 Credits			
BUS100, BUS201, CIS200	ACT210, ACT220, BUS220 (3B), BUS300 (2)	BUS260, CIS370, MGT301, MGT320	BUS479, FIN300, MKT300
Human Resource Management Courses 21 Credits			
		MGT310, MGT350, MGT474	MGT374, MGT479, 2 HRM Group 1s
Electives 33 Credits (minimum of 3 elective credits must be upper-division, 300+ level)			
9 Credits of Electives	6 Credits of Electives	9 Credits of Electives	6 Credits of Electives

**UPDATED HRM CURRICULUM
ENFORCED FOR ALL STUDENTS GRADUATING SPRING 2021 OR LATER**

HUMAN RESOURCE MANAGEMENT COURSES (21 CREDITS)				
	COURSE	TITLE	PREREQUISITE(S)*	SEMESTER(S) OFFERED**
REQUIRED	MGT310	Human Resource Management	None	fall, spring
	MGT350	Employment Relations: The Legal Environment	None	fall, spring
	MGT374	Total Rewards and Performance Management	MGT310	fall
	MGT474	Human Resource Planning and Development	MGT310	spring
	MGT479	Strategic Human Resource Management	MGT374 or MGT474	fall, spring
HRM GROUP 1 CHOOSE 2	MGT410	Leadership and Organizational Behavior	MGT320	fall, spring
	MGT411	Leading High Performance Teams	MGT320	fall, spring
	MGT473	Employment Relations: Labor and Management	None	fall, spring
	MGT476	Negotiation and Conflict Management	MGT320	fall, spring

* Courses may be restricted to specific class levels, use the Course Schedule/registration system (via Ram Web) to view restrictions.

** Terms listed are when the College of Business anticipates each course will be offered and should be utilized with the guidance of your academic advisor for future planning purposes. Courses may be offered in terms different than those listed. You should always use the Course Schedule/registration system (via Ram Web) to view the most up-to-date course offerings.