

# Human Resource Management

The **human resource management major** prepares students for professional positions in leadership, as well as those who are interested in a career in the human resources field. The ability to lead and understand an organization's human resources is key to success in today's knowledge based economy. Students will learn to evaluate ethical, social, civic, legal, cultural, and political issues, and how they impact the human resources of an organization. Students will develop effective human resource strategy for innovation in a global environment. Our human resource management major is endorsed by the Society for Human Resource Management (SHRM), based on the guidelines created by the Association to Advance Collegiate Schools of Business (AACSB). Thirteen major content areas prepare students to lead employees in high performance work practices.

Students in this major develop skills and knowledge that enable them, for example, to: identify and interpret laws affecting labor in the workplace; utilize HR metrics to justify employee programs; and demonstrate an understanding of compensation issues.

See the Graduate section (<http://catalog.mtmercy.edu/archives/2014-15/graduateprograms>) of this *Catalog* for more information on Graduate programs offered at Mount Mercy.

## Human Resource Management Major (Core business requirements plus 18 additional semester hours):

BN 304	Human Resource Management	3
BN 380	Organizational Behavior	3
BN 386	Compensation, Benefits, and Evaluations	3
BN 392	Advanced Topics in Human Resource Management <sup>1</sup>	3
BA 305	Employment Law and Labor Relations <sup>1</sup>	3
Select one of the following:		3
BA 310	Dispute Resolution	
BA 350	Risk Management	
BN 340	Management Information Systems	
BN 377	Project Management	
BN 425	Human Resource Internship	
CO 250	Effective Group Communication	
CO 260	Intercultural Communication	
CO 270	Interpersonal Communication	
PL 269	Introduction to Ethics	
PS 221	Social Psychology	
PS 349	Industrial/Organizational Psychology	
SW 265	Diversity in America	
Total Hours		18

<sup>1</sup> Can NOT double count as electives for the business, management, or marketing majors. Electives in the human resource major can NOT double count for either core curriculum requirements or the management major.

## Academic Requirements for the Management Major

All human resource management majors must achieve a minimum grade of C- in all courses required for the major (BN 304 Human Resource Management, BN 392 Advanced Topics in Human Resource Management, BN 380 Organizational Behavior, BN 386 Compensation, Benefits, and Evaluations, and BA 305 Employment Law and Labor Relations and the human resource management elective). This applies to equivalent courses transferred from other institutions.

## Human Resource Management Minor

BN 204	Principles Of Management	3
BA 203	Principles Of Law	3
BN 304	Human Resource Management	3
BN 392	Advanced Topics in Human Resource Management <sup>1</sup>	3
BA 310	Dispute Resolution <sup>1</sup>	3
BN 380	Organizational Behavior	3
BN 386	Compensation, Benefits, and Evaluations	3
BA 305	Employment Law and Labor Relations	3
Select two of the following:		6
BA 350	Risk Management	
BN 340	Management Information Systems <sup>1</sup>	
BN 377	Project Management	
BN 425	Human Resource Internship	
CO 250	Effective Group Communication	
CO 260	Intercultural Communication <sup>2</sup>	
CO 270	Interpersonal Communication	
PL 269	Introduction to Ethics	
PS 221	Social Psychology	
PS 349	Industrial/Organizational Psychology <sup>1</sup>	
SW 265	Diversity in America <sup>2</sup>	
Total Hours		30

<sup>1</sup> Can NOT double count as the electives for business, management, or marketing majors.

<sup>2</sup> Can NOT double count for a core curriculum requirement.