

HUMAN RESOURCE MANAGEMENT *

BACHELOR OF SCIENCE

Quarter Credit Hours Required = 188

Online Delivery Only



This program provides skills suitable for a broad range of organizations through course work in various disciplines of human resource management. Human resource management majors gain the flexibility to apply their skills in a variety of management settings.

Human Resource Management is a program of study that focuses on the various aspects of the recruitment, selection, training, and development of employees within an organization. Successful graduates from this program can expect to be qualified to enter entry-level positions within a human resource department. The core classes in human resource management-related fields are complemented by general education offerings that add breadth and depth to the curriculum. The elective area of the program allows for exploration into related fields of study.

Upon successful completion of this program, students should be able to

- understand the various components of human resource management;
- develop effective rational decision-making skills for selection and retention of employees;
- design and maintain effective personnel training and development programs;
- integrate knowledge of current ethical issues in labor relations;
- use individual understanding and critical thinking regarding management skills necessary to achieve successful results;
- understand the needs assessment process and its role in training development;
- operate cutting-edge human resource management technology;
- recognize and respond to the different staffing strategies which support varying business strategies for the organization;
- apply strategic methods for working productively with diverse groups of people; and
- coordinate a successful job search.

FOUNDATION:

Quarter Credit Hours

AOM 1010	Keyboarding	4
AOM 1100	Word Processing	4
EDU 1010	Learning Framework	4
EDU 1020	Career Exploration/Planning	4
Total Minimum Required Foundation Credits		16

AREA OF CONCENTRATION:

AOM 1200	Spreadsheets	4
AOM 1300	Database Management	4
AOM 1400	Presentations	4
BUS 1000	Introduction to Business	4
BUS 2750	Workplace Ethics and Expectations	4
BUS 2760	Personnel Management	4
HRM 1000	Employee Recruitment, Selection, Training, and Development	4
HRM 1010	Compensation and Benefit Management	4
HRM 1030	Employer/Employee Relations	4
HRM 2010	Workplace Behavior	4
HRM 2020	Human Resource Law and Ethics	4
HRM 3000	Effective Workplace Training	4
HRM 3010	Staffing Organizations	4
HRM 3030	Diversity in the Workplace	4
HRM 4200	International Human Resource Management	4
HRM 4260	Developing and Managing Employee Performance	4
HRM 4600	Human Resource Management Systems	4
HRM 4800	Externship in Human Resource Management	4
MGT 3040	Organizational Behavior	4
MGT 3210	Human Resource Management	4
MGT 3240	Management Presentations	4
MGT 3340	Legal Environment in Business	4
MGT 3410	Business and Personal Ethics	4
MGT 3600	Advanced Critical Thinking	4
MGT 4010	Organizational Communications	4
MGT 4100	Labor and Management Relations	4
MGT 4340	Management Theory and Leadership	4
Total Minimum Area of Concentration Credits		108

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AREA OF CONCENTRATION ELECTIVES:

A minimum of 8 credit hours are to be selected in consultation with the Program Director from approved courses completed at Virginia College or transferred from another accredited institution.

Total Minimum Area of Concentration Elective Credits..... 8

GENERAL EDUCATION:

These courses are to be selected in consultation with the Program Director so as to effectuate a balanced educational program. Select a total (minimum) of 48 credit hours as indicated below. At least 12 credit hours must be 3000- and 4000-level courses.

Communications	12
Humanities and Fine Arts	4
Mathematics	8
Social and Behavioral Sciences	8
Approved General Education Electives	24
Total Minimum Required General Education Credits	56

TOTAL MINIMUM QUARTER CREDIT HOURS REQUIRED 188

**This program is only offered through online delivery.*