Program Description: According to the 21st Century Report published by Columbia University, human resource management is the second most important indispensable component of corporate performance and competitive advantage today. (The first is strategic planning in which human resource management plays a vital role.) Today's rapidly changing business environment is forcing organizations to face many challenges such as workforce diversity, downsizing, shortages of skilled workers in the service industry, and the evolving roles of work and families. The ability to manage people and processes is essential for successful careers in all levels and types of organizations. Organizations realize that to be successful in today's complex business environment, they must have productive, motivated people. This program provides students with the theories, principles and skills necessary to find, develop and motivate today's excellent workforce.

This program is designed for those individuals interested in careers in management as well as those currently working in the field of human resource management. It is also designed for those individuals interested in people relations and general management. The focus of the program will be on developing a thorough understanding of the human resource processes of training, employee relations, staffing, and compensation and benefits.

Program Outcomes:
Upon successful completion of program requirements, students should be able to:

- Demonstrate knowledge and skills in the functional areas of management and leadership including planning, organizing, controlling, problems solving and motivation.
- Demonstrate knowledge and skills in the specialized areas of human resource management including staffing, performance management, employee relations and commitment, compensation and employee development.
- Develop a personal leadership style based on situational, individual and organizational characteristics.
- Develop and implement human resource policies and practices concerning staffing, performance management, employee relations and commitment, compensation and employee development.
- Develop and implement organization change programs and policies.
- Explain and apply organizational behavior and management theories as the basis for effective management practice and policies.
- Develop career objectives and plans in the fields of general management and human resource management.

Required Courses:
BUS 213
BUS 214
BUS 215
BUS 216
BUS 217
BUS 218

Total Credits: 18