

BUSINESS ADMINISTRATION - HUMAN RESOURCE MANAGEMENT CONCENTRATION (48 Hours)

The Human Resource Management concentration is administered by
the Business Administration and Economics Department.

Facts about the Program

Degrees Offered:

B.S., B.A.

Faculty:

Patricia M. Arneson, Ed.D.
Vaughn L. Benson, Ph.D.
JoAnn E. Bondhus, L.L.M.
Gerald Conway, M.S.E.
Meenakshi N. Dalal, Ph.D.
Laura Dendinger, J.D.
Sharon Garvin, Ed.D.
Kenneth G. Hallgren, Ed.D.
Patricia Lutt, Ph.D.
Jeryl Nelson, Ph.D.
Charles Parker, Ph.D.
John Paxton, Ph.D.
Gerard Ras, M.B.A.
Gary Volk, Ph.D.

Career Opportunities

Wayne State College students graduating with a major in Human Resource Management (HRM) will enter their work careers well equipped to manage themselves as well as others. HRM majors are qualified to fill a variety of positions in an organization: (1) general administration or management trainee, (2) personnel administration, (3) organization development, or (4) positions where public contact is required.

Although the number of openings for starting positions in the field is limited, graduates of the program can start as a trainee in personnel, training, or organizational development areas. They then advance to positions of personnel manager, employee development manager, training director, or organizational development specialist.

Scholarships and Financial Aid

Wayne State College is committed to providing a quality, affordable education for its students. There are several types of financial assistance available for Wayne State students, including grants, loans, work-study and scholarships. The aid packages are composed of money from Pell grants, SEOG grants, SSIG grants, Perkins loans, Stafford student loans, PLUS loans and a variety of scholarships. Contact the Financial Aid Office at (402) 375-7230 for further information.

No special ability scholarships are available in the HRM area. Students are encouraged to contact the Financial Aid Office for state-assisted and/or annual and endowed scholarship information. Scholarships are highly competitive and awarded through an application process.

Program Description

The Human Resource Management (HRM) program at Wayne State College prepares students to perform various facets of the human resource management/personnel function, including recruitment, selection, training and development, and compensation. Graduates of this program will receive a Bachelor of Science in Business Administration degree.

The HRM program deals primarily with the effective management of an organization's human resources. This is of critical importance today because the vitality, growth, and progress of organizations depend to a great extent on their ability to recruit, develop, and effectively utilize employees. Government legislation, as well as rapid technological and cultural changes, are necessitating a need for new approaches and solutions to such productivity problems.

The HRM program provides students with: (1) a solid conceptual knowledge of behavioral science and general management theory, (2) the basic knowledge and skills to effectively design, implement, and carry out personnel/human resource management activities, and (3) the basic knowledge and skills necessary to improve organizational effectiveness as well as understand, plan for, and manage change within organizations.

Program Content

General Education.....	44
Business Foundation	15
Business Core.....	27
General Electives	18
Human Resource Management Concentration	21
BUS 354	Human Resource Development
BUS 355	Workforce Planning & Employment
BUS 367	Foundation in Human Resource Management
BUS 454	Total Compensation
BUS 455	Employment Law & Labor Relations
BUS 465	Strategic Human Resource Management
Plus six (6) hours of electives selected from the following:	
BUS 356	Conflict Management
BUS 357	Negotiations
BUS 480	Business Research
ECO 320	Labor Economics
TOTAL SEMESTER CREDIT HOURS.....	125

For more information contact:

Business Administration and Economics Department
Wayne State College
Wayne, NE 68787
(402) 375-7245 or 1-800-228-9972
www.wsc.edu

Business Administration
Human Resource Management Concentration (48 Hours)

Freshman/Sophomore

Fall/Spring

BUS 222 Business Law I (3)	BUS 208 Business Communications (3)
BUS 240 Accounting I (3)	BUS 226 Business Statistics (3)
CNA 100 Principles of Human Communication (3)	BUS 241 Accounting II (3)
ECO 203 Principles of Microeconomics (3)	ECO 202 Principles of Macroeconomics (3)
MAT 110 Topics & Ideas in Math (3)	ENG 102 Composition Skills (3)
	Other General Education Courses

Junior

Fall

BUS 322 Managerial Finance (3)
BUS 350 Managing Behavior in Organizations (3)
BUS 367 Foundations of Human Resource Management (3)
BUS 355 Workforce Planning & Employment (3)

Spring

BUS 352 Production and Operations Management (3)
BUS 354 Human Resource Development (3)
BUS 370 Principles of Marketing (3)
BUS 455 Employment Law and Labor Relations (3)

Human Resource Management Electives 3 hours Junior or Senior Year:

BUS 356 Conflict Management (3)	BUS 357 Negotiations (3)
BUS 480 Business Research (3)	ECO 320 Labor Economics (3)

Senior

Fall

BUS 408 Business Ethics (3)
BUS 454 Total Compensation (3)
CIS 430 Management Information Systems (3)

Spring

BUS 362 International Business (3)
BUS 418 Legal Environment of Business (3)
BUS 456 Strategic Human Resource Management (3)

Human Resource Management Electives

BUS 420 Strategic Management (3) can be taken after 105 credit hours.