Human Resource Management

Major Course Work

General Education		44
Business Foundation		27
Business Core		27
General Electives		6-18*
Human Resource Management Concentration	**21**	
BUS 354 Human Resource Development	3	
355 Workforce Planning and Employment	3	
367 Foundations of Human Resource Mgmt	3	
454 Total Compensation	3	
455 Employment Law and Labor Relations	3	
456 Strategic Human Resource Management	3	
Plus three (3) hours of electives selected from the following:	3	
BUS 356 Conflict Management 3		
357 Negotiations 3		
480 Business Research 3		
ECO 320 Labor Economics 3		
Total Semester Credit Hours		125

*ENG 102, CNA 100, ECO 202 & 203 will satisfy the General Education requirements and increase the General Electives to 18 hours.

Goals & Objectives

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, is 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.

Job 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.

Wayne State College

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