

Human Resource Management BBA

Overview

The **Bachelor of Business Administration in Human Resource Management** (HRM), offered by the Department of Management, produces leaders who develop and deploy a crucial asset: the people who make up the organization. All organizations need great human talent to succeed, they need to reward and retain that talent, and they need all that talent to work well together. Human resource professionals recruit, train and develop, support, manage, and engage organizational members so that great goals can be achieved.

The Human Resource Management major

- Prepares students for careers in human resources (HR) either as generalists, specialists, or consultants;
- Focuses on HRM's role in creating synergies between the human and business sides of the business; and
- Links an organization's human capital with its productivity, reputation, and creation of sustainable profits.

If you like to think about humans and how they can do their best work together, this major is for you.

Campus Location: Main

Program Code: BU-HRM-BBA

Careers and Placements

The HRM major prepares graduates to be leaders in critical areas, including:

- Talent Acquisition;
- Training and Development;
- Compensation, Benefits, and Total Rewards;
- Employee Engagement;
- HR Metrics and Information Systems;
- Performance Management;
- Employee and Labor Relations;
- Ethical Practices in Labor and Employment; and,
- Legal Compliance with Local, State, and Federal Employment Regulations.

Typical first jobs for Human Resource Management majors include:

- HR Analyst,
- HR Generalist,
- HR Coordinator,
- Corporate Recruiter,
- Talent Development Specialist,
- Employee Relations Specialist,
- DE&I Coordinator,
- Compensation Analyst,
- Corporate Trainer, and
- HR Consultant.

Typical jobs held five to ten years out include managerial roles in these areas or movement into a specialty area of interest within the organization.

Minors

The Department of Management offers the following minors:

- Entrepreneurship and Innovation Management Minor
- International Business Administration Minor
- Organizational Leadership Minor
- Sales Minor

Related Academic Programs

RMI & HRM Focus

The Department of Risk, Actuarial Science, and Legal Studies offers Risk Management and Insurance (RMI) courses that complement the Department of Management's HRM courses for students interested in a career in employee benefits and/or human resource management. These courses allow students to broaden their career options by taking advantage of the cross-training offered by these departments.

- HRM major with a RMI focus: Students take RMI 3501 and RMI 3503.
- RMI major with a HRM focus: Students take HRM 2501 and HRM 3511.
- Dual HRM/RMI major: Students fulfill all requirements for both majors.

Graduate Program

- MS in Human Resource Management (MSHRM)

SHRM CP/SCP Certification

The Society for Human Resource Management offers graduating students the opportunity to sit for the SHRM CP/SCP Certification Exam. This comprehensive exam encompasses the entire field of human resource management. Upon passing the exam, the candidate is granted the designation of "Certified Professional" or "Senior Certified Professional" (CP/SCP).

- HRM students in their senior year are highly encouraged to register for, and prepare for, this exam with the goal of becoming certified (usually at the Certified Professional "CP" level).
- Certification with a SHRM CP/SCP credential differentiates you in the job market upon graduation and in the years ahead in your entire career.
- The SHRM CP/SCP Certification Preparation Course provides the materials, lectures, and activities needed to develop professional HR skills and to do well when you sit for the exam.
- Department of Management SHRM Certification Prep Scholarships are available to cover the SHRM CP/SCP Certification Preparation Course itself and associated materials.

Getting the Most Out of Your Major

Your successful growth into a professional field occurs both inside and outside the classroom. Human Resource Management majors are strongly encouraged to go to events, participate in activities, join a student professional organization (SPO), and do internships to maximize post-graduation success. Some of the benefits of extra-curricular activities are:

- Build friendships and networks outside of class,
- Build professional relationships with those currently in practice,
- Discover new areas and facets of your chosen field,
- Talk through your perceptions of the field with others interested in HR issues,
- Keep up to date with changes in the modern practice of HR, and
- Balance your class work with a variety of other activities.

Student Professional Organizations for HRM Majors

Society of Human Resource Management (TUSHRM)

One of the benefits of being an HRM major is the opportunity to join the student chapter of the Society of Human Resource Management (TUSHRM). TUSHRM is a 100% participative working organization; all members have an important role to play.

- Join other HR majors in creating, managing, and attending activities that build relationships with HR professionals.
- Staff various community service efforts, access mentoring opportunities and promote professional development programming.
- Dues are paid yearly to National SHRM, allowing for many benefits at the student chapter level, free membership in a regional Professional SHRM chapter (like Philly SHRM, SEPA SHRM, or GVFHRA), discounted rates for the SHRM CP/SCP Certification Exam, and access to members-only TU SHRM events (like the Head Shots meeting and the Informational Interviews).

For more information, contact faculty advisor Debra Casey at 215-204-4130 or debra.casey@temple.edu, or visit the TUSHRM web site.

Net Impact

For those HRM majors interested in making the world a better place (and who isn't?), a great SPO choice is Net Impact. Together with other Fox students, you will:

- Focus on strengthening leaders to use the power of business in positive ways;
- Involve yourself in important social, environmental, and economic impacts of business; and
- Show your interests in Corporate Social Responsibility (CSR), a leading issue for modern businesses around the world.

For more information, contact faculty advisor Lynne Andersson at 215-204-5088 or landerss@temple.edu, or visit the Net Impact web site.

Student Professional Sales Organization (PSO)

For those HRM majors who want to be at the top of their professional game, you'll want to check out the Student Professional Sales Organization (PSO). Together with other Fox students, you will:

- Learn skills that have relevancy in every career path;
- Build on your understanding of negotiation, influence and sales;
- Strengthen your professional communication skills;
- Participate in events, training, competitions, and conferences; and
- Compete in the signature annual Fox Sales Challenge event.

For more information, contact faculty advisor Tony Petrucci at 215-204-8138 or petrucci@temple.edu, or visit the PSO web site.

Internships

The most valuable thing you can do as a student to prepare for your career is an internship. Many students complete multiple internships in their college years. There are many ways within Fox, with CSPD's expert assistance, to find and evaluate internship opportunities.

The HRM 3581 Co-op Experience in Human Resource Management course combines academic work with your internship experience in a 3-credit course with a group ShareOut of experiences at the end. If interested in HRM 3581, contact faculty advisor Debra Casey at 215-204-4130 or debra.casey@temple.edu for more information.

Professional Development Program

The Fox Leadership Development Program

Fox majors are required to participate in the Fox Leadership Development Program (FLDP).

HRM Key Achievement Award ("KAA")

HRM majors, along with Fox students interested in HR issues, are encouraged to earn the **HRM Key Achievement Award**. While you earn the FLDP Points, you can also earn your KAA by attending and participating in a wide variety of events and activities that relate to the field of HRM, community service in HR related fields, and your growth from your studies into your professional career. Learn more at TUSHRM.

Contact Information

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Learn more about the Bachelor of Business Administration in Human Resource Management.

These requirements are for students who matriculated in academic year 2023-2024. Students who matriculated prior to fall 2023 should refer to the Archives to view the requirements for their Bulletin year.

Summary of Requirements

University Requirements

All new students are required to complete the university's General Education (GenEd) curriculum.

Note that students not continuously enrolled who have not been approved for a Leave of Absence or study elsewhere must follow University requirements current at the time of re-enrollment.

College Requirements

Students must meet College Graduation Requirements for the Bachelor of Business Administration, including the requirements of the major listed below. Human Resource Management students must attain a 2.0 GPA in the major and a 2.0 cumulative GPA in order to graduate.

Major Requirements

Students must follow the Major Requirements and College Requirements current at the time of declaration. Students not continuously enrolled who have not been approved for a Leave of Absence or study elsewhere must follow University, College, and Major requirements current at the time of re-enrollment.

Requirements of the Human Resource Management Major

Code	Title	Credit Hours
HRM 2501	Introduction to Human Resource Management ¹	3
HRM 3511	Compensation Management ¹	3
HRM 3512	Human Resource Management and Public Policy	3
HRM 4596	Organizational Staffing and Career Management ^{1, 2}	3
Select two of the following:		6
HRM 3501	Power, Influence and Negotiation ³	
HRM 3502	Leading People at Work ³	
HRM 3503	Communicating in Organizations ³	
HRM 3504	Leadership in the 21st Century ³	
or HRM 3505	Sustainable Organizational Leadership	
HRM 3506	HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance	
HRM 3513	Labor Relations: Strategy and Practice	
HRM 3531	HR on the Ground (spring only)	
or HRM 3581	Co-op Experience in Human Resource Management	
HRM 3565	International Human Resource Management	
HRM 3580	Special Topics - Human Resource Management (topics may change) ⁴	
Total Credit Hours		18

1

HRM majors are required to participate in the Fox Leadership Development Program (FLDP). This program was created to respond to employer expectations regarding the skill sets of college graduates. Please refer to FLDP for more information.

2

This major capstone is typically taken in the final semester, and all prerequisites must be met.

3

These courses make up the Organizational Leadership Minor. However, they cannot be double counted for HRM major requirements if applied toward the Organizational Leadership Minor.

4

This course may be offered multiple semesters with different topics. It can be applied once toward the major. It can be used as a free elective if completed with a different topic.

Suggested Academic Plan

Bachelor of Business Administration in Human Resource Management

Suggested Plan for New Students Starting in the 2023-2024 Academic Year

Please note that this plan is suggested only, ensuring prerequisites are met.

Year 1		Credit Hours
Fall		
STAT 1001	Quantitative Methods for Business I	3
ECON 1101	Macroeconomic Principles	3

HRM 1101	Leadership and Organizational Management	3
ENG 0802 or ENG 0812 or ENG 0902	Analytical Reading and Writing or Analytical Reading and Writing: ESL or Honors Writing About Literature	4
GenEd Breadth Course		3
Credit Hours		16
Spring		
STAT 1102	Quantitative Methods for Business II	4
ECON 1102	Microeconomic Principles	3
BA 1103	Legal and Ethical Reasoning in Business	3
IH 0851 or IH 0951	Intellectual Heritage I: The Good Life or Honors Intellectual Heritage I: The Good Life	3
GenEd Breadth Course		3
Credit Hours		16
Year 2		
Fall		
ACCT 2103	Financial and Managerial Accounting for Decision Making	4
STAT 2103	Statistical Business Analytics (waives GenEd Quantitative Literacy requirement)	4
MIS 2101	Digital Systems	3
IH 0852 or IH 0952	Intellectual Heritage II: The Common Good or Honors Intellectual Heritage II: The Common Good	3
GenEd Breadth Course		3
Credit Hours		17
Spring		
BA 2101	Professional Development Strategies	1
BA 2196	Business Communications	3
Select one of the following: ¹		3
BA 2501	Turning Numbers into Knowledge: Visualizing Data	
BA 2502	Business Analytics: Modern Data Science Techniques	
MKTG 2101	Marketing Management	3
RMI 2101	Introduction to Risk Management	3
HRM 2501	Introduction to Human Resource Management	3
Credit Hours		16
Year 3		
Fall		
FIN 3101	Financial Management	3
MSOM 3101	Operations Management	3
Select one of the following:		3
HRM 3511	Compensation Management	
HRM 3512	Human Resource Management and Public Policy	
Select one of the following:		3
HRM 3501	Power, Influence and Negotiation	
HRM 3502	Leading People at Work	
HRM 3503	Communicating in Organizations	
HRM 3504 or HRM 3505	Leadership in the 21st Century or Sustainable Organizational Leadership	
HRM 3506	HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance	
HRM 3513	Labor Relations: Strategy and Practice	
HRM 3531 or HRM 3581	HR on the Ground or Co-op Experience in Human Resource Management	
HRM 3565	International Human Resource Management	
HRM 3580	Special Topics - Human Resource Management	

Business Elective ²		3
Credit Hours		15
Spring		
Select one of the following:		3
HRM 3511	Compensation Management	
HRM 3512	Human Resource Management and Public Policy	
Business Elective ²		3
GenEd Breadth Course		3
GenEd Breadth Course		3
Free Elective		3
Credit Hours		15
Year 4		
Fall		
BA 4102	Strategic Management	3
Select one of the following:		3
HRM 3501	Power, Influence and Negotiation	
HRM 3502	Leading People at Work	
HRM 3503	Communicating in Organizations	
HRM 3505 or HRM 3504	Sustainable Organizational Leadership or Leadership in the 21st Century	
HRM 3506	HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance	
HRM 3513	Labor Relations: Strategy and Practice	
HRM 3581 or HRM 3531	Co-op Experience in Human Resource Management or HR on the Ground	
HRM 3565	International Human Resource Management	
HRM 3580	Special Topics - Human Resource Management	
Business Elective ²		3
GenEd Breadth Course		3
Free Elective		3
Credit Hours		15
Spring		
HRM 4596	Organizational Staffing and Career Management	3
GenEd Breadth Course		3
Free Elective		3
Free Elective		3
Free Elective		2
Credit Hours		14
Total Credit Hours		124

1

Please check with your departmental advisor on which course is most appropriate for the major.

2

2000-3999 electives can be selected from: ACCT, AS, BA, ECON, FIN, HRM, IB, LGLS, MIS, MKTG, RE, RMI, STAT, SCM, SGM. Please see your advisor for elective suggestions that match your career objectives.