Human Resource Management

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

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

The Fox 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.

Careers and Placements

The Fox 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
• 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
• 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 and Certificates

Human Resource Management

- Human Resource Minor for Legal Studies
- Legal Studies Minor for Human Resource Major
- Organizational Leadership Minor

Department of Management

- Corporate Social Responsibility Minor
- Entrepreneurship & Innovation Minor
- International Business Administration Minor
- Management Consulting 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

- M.S. in Human Resource Management (MSHRM)

Certification

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 an 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 GVSHRM), 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 Organizations (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 Organizations (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")

HR 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. Visit the TUSHRM web site.

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

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM 2501</td>
<td>Introduction to Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM 3511</td>
<td>Compensation Management</td>
<td>3</td>
</tr>
<tr>
<td>HRM 3512</td>
<td>Human Resource Management and Public Policy</td>
<td>3</td>
</tr>
<tr>
<td>HRM 4596</td>
<td>Organizational Staffing and Career Management</td>
<td>3</td>
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Select two of the following: 6

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM 3501</td>
<td>Power, Influence and Negotiation</td>
</tr>
<tr>
<td>HRM 3502</td>
<td>Leading People at Work</td>
</tr>
<tr>
<td>HRM 3503</td>
<td>Communicating in Organizations</td>
</tr>
<tr>
<td>HRM 3504</td>
<td>Leadership in the 21st Century</td>
</tr>
<tr>
<td>or HRM 3505</td>
<td>Sustainable Organizational Leadership</td>
</tr>
<tr>
<td>HRM 3506</td>
<td>HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance</td>
</tr>
<tr>
<td>HRM 3513</td>
<td>Labor Relations: Strategy and Practice</td>
</tr>
<tr>
<td>HRM 3531</td>
<td>HR on the Ground (spring only)</td>
</tr>
<tr>
<td>or HRM 3581</td>
<td>Co-op Experience in Human Resource Management</td>
</tr>
<tr>
<td>HRM 3565</td>
<td>International Human Resource Management</td>
</tr>
<tr>
<td>HRM 3580</td>
<td>Special Topics - Human Resource Management (topics may change)</td>
</tr>
</tbody>
</table>

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 the HRM About (p. 1) page 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

Requirements for New Students starting in the 2022-2023 Academic Year

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

Year 1

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAT 1001 Quantitative Methods for Business I</td>
<td>3</td>
</tr>
<tr>
<td>ECON 1101 Macroeconomic Principles</td>
<td>3</td>
</tr>
<tr>
<td>HRM 1101 Leadership and Organizational Management</td>
<td>3</td>
</tr>
<tr>
<td>ENG 0802, 0812, or 0902 Analytical Reading and Writing [GW]</td>
<td>4</td>
</tr>
<tr>
<td>GenEd Breadth Course</td>
<td>3</td>
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Term Credit Hours 16

<table>
<thead>
<tr>
<th>Spring</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAT 1102 Quantitative Methods for Business II</td>
<td>4</td>
</tr>
</tbody>
</table>
### 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 0952** Intellectual Heritage II: The Common Good [GZ] 3

#### GenEd Breadth Course

#### Term Credit Hours
17

#### Spring
- **BA 2101** Professional Development Strategies 1
- **BA 2196** Business Communications [WI] 3
- **Select one of the following:**
  - **BA 2501** Turning Numbers into Knowledge: Visualizing Data 3
  - **BA 2502** Business Analytics: Modern Data Science Techniques 3
  - **MKTG 2101** Marketing Management 3
  - **RMI 2101** Introduction to Risk Management 3
  - **HRM 2501** Introduction to Human Resource Management 3

#### Term Credit Hours
16

### Year 3
#### Fall
- **FIN 3101** Financial Management 3
- **MSOM 3101** Operations Management 3
- **Select one of the following:**
  - **HRM 3511** Compensation Management 3
  - **HRM 3512** Human Resource Management and Public Policy 3
- **Select one of the following:**
  - **HRM 3501** Power, Influence and Negotiation 3
  - **HRM 3502** Leading People at Work 3
  - **HRM 3503** Communicating in Organizations 3
  - **HRM 3504 or 3505** Leadership in the 21st Century (or Sustainable Organizational Leadership) 3
  - **HRM 3506** HR Metrics: Using Data, Scorecards and Dashboards to Drive Business Performance 3
  - **HRM 3513** Labor Relations: Strategy and Practice 3
  - **HRM 3530 or 3581** HR on the Ground (or Co-op Experience in Human Resource Management) 3
  - **HRM 3565** International Human Resource Management 3
  - **HRM 3580** Special Topics - Human Resource Management 3
- **Business Elective** 3

#### Term Credit Hours
15

#### Spring
- **Select one of the following:**
  - **HRM 3511** Compensation Management 3
  - **HRM 3512** Human Resource Management and Public Policy 3
- **Business Elective** 3
- **GenEd Breadth Course** 3
- **GenEd Breadth Course** 3
- **Free Elective** 3

#### Term 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 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 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 3
GenEd Breadth Course 3
Free Elective 3

Term Credit Hours 15

Spring
HRM 4596 Organizational Staffing and Career Management [WI] 3
GenEd Breadth Course 3
Free Elective 3
Free Elective 3
Free Elective 2

Term 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.