

Human Resource Management

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

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<https://www.fox.temple.edu/departments/human-resource-management/>

Organizations increasingly are hiring well-trained quality HR professionals to recruit, develop, manage, and retain their most valuable business asset—their human talent. The Fox Human Resource Management (HRM) major prepares students for careers in human resource (HR) management and recognizes the necessity of creating synergies between the human and business sides to enhance an organization's productivity, reputation, and sustainable profits. The Fox HRM major prepares graduates to be leaders and specialists in the areas of 1) talent recruitment and retention, 2) training and development, 3) compensation and benefits, 4) performance management, 5) labor relations and 6) compliance with local, state and federal employment laws and policies.

Typical first jobs for Human Resource Management majors include HR generalist, corporate recruiter, employee relations specialist, compensation analyst, corporate trainer, and management trainee. Typical jobs held five to ten years out include HR director, staffing manager, compensation manager, training manager, and employee relations director.

Professional Development Program

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 a role in creating, managing and attending activities that build relationships with HR professionals, staff various community service efforts, provide mentoring opportunities and promote professional development programming. The TUSHRM office is located in Alter Hall 333C. For more information, contact Dr. Debra Casey at 215-204-4130 or debra.casey@temple.edu.

In addition to TUSHRM, Fox HRM also invites all majors to join our student chapters of Net Impact and Student Professional Sales Organizations (PSO). For information on Net Impact, focused on strengthening leaders to use the power of business for positive social, environmental, and economic impact, contact faculty advisor Lynne Andersson at 215-204-5088 or landerss@temple.edu, or visit their web site. For more information on PSO, visit www.temple-pso.com/ or contact faculty advisor Tony Petrucci at 215-204-8138 or petrucci@temple.edu.

HRM Majors are required to participate in the Fox Leadership Development Program (FLDP). In addition, students are encouraged to earn the **HRM Key Achievement Award**. Though not required, completing the HRM Key Achievement Award activities will allow students to enhance their knowledge of the field, develop HR-related skills, and establish professional relationships with HR practitioners. For more information, please go to the TUSHRM web site.

Online BBA Program

The Human Resource Management major is available as an online BBA degree completion program designed for new and continuing students. Please visit the Online BBA web site for program and admission information.

Minors & Certificates

Organizational Leadership Minor

Open to Fox School of Business and Management students (except Business Management majors) and students in the School of Sport, Tourism and Hospitality Management.

The four courses comprising the Organizational Leadership Minor enhance skills necessary for organizational leadership and advancement, including (1) organizational communication and influence, (2) conflict management and negotiation, (3) team-building and performance management, and (4) critical thinking and problem-solving. For years, corporate executives and numerous studies acknowledge business school graduates need skills beyond their technical competence as they step into leadership roles. Organizational Leadership Minor graduates are better able to think and act in ways that reflect sophisticated interpersonal to technical competencies that benefit the interests of multiple organizational stakeholders.

Requirements for this minor must be completed prior to graduation. Courses cannot be used to meet minor requirements if already used to meet the requirements for a major or a different minor or certificate.

Legal Studies Minor for Human Resource Managers

Open to Human Resource Management majors only.

The legal aspects of managing people at all levels of business and nonprofit organizations manifest in a wide variety of human resources policies and decisions as well as the ramifications of decisions about the business itself. Compliance with local, state and federal laws and regulations creates the need for HR practitioners to consider the legal ramifications of hiring, training, coaching, disciplining and terminating individual employees. Larger organizational decisions such as layoffs, restructuring, outsourcing, benefits and retirement must also be made in compliance with the law. The Legal Studies minor develops skills in students to read cases and statutes, perform legal research, make legal arguments, and identify the legal issues that will impact business decisions.

Requirements for this minor must be completed prior to graduation. Courses cannot be used to meet minor requirements if already used to meet the requirements for a major or a different minor.

Human Resource Minor for Legal Studies

Open to Legal Studies majors only.

Law permeates most aspects of business, and few decisions lack legal repercussions. In a business setting, the law regulates who businesses can hire and fire, liability for injury on business premises, and labor/management relations. On the other hand, organizations are hiring non-law professionals to manage the most important asset of the business, its human talent. Those employees are usually trained in human resource management. In practice, lawyers and human resource managers work hand-in-hand to deal with employee problems and statutory regulations related to compliance issues. A major in law with a minor in human resource management is a natural fit as students learn the legal repercussions of business decisions while gaining practical exposure to the human management side of those legal decisions.

Requirements for this minor must be completed prior to graduation. Courses cannot be used to meet minor requirements if already used to meet the requirements for a major or a different minor.

Corporate Social Responsibility Minor

Open to business or non-business students.

The Corporate Social Responsibility Minor is for students who want to understand and be part of a growing movement to use business as a force for social and environmental good. The courses in the minor emphasize that the traditional stockholder-primacy model of business is insufficient and even harmful for communities and our ecosystem and that a multi-stakeholder model of business is more commensurate with societal expectations that businesses should contribute to solving the large social and environmental problems of our day. Businesses today are setting goals and measuring impact in terms of their effects on people and the planet as well as profit, and the minor encourages students to explore the ways that they might contribute in their careers to this emerging Triple Bottom Line.

Requirements for this minor must be completed prior to graduation. Courses cannot be used to meet minor requirements if already used to meet the requirements for a major or a different minor.

Sales Minor

The Sales minor is open to business students only.

Augment your business degree with skills and expertise in sales, persuasion, negotiation, marketing, and customer relationship management. Applicable to any business major, skills and learning from the Sales minor align with personalized career strategies and allow Fox students to differentiate themselves in a distinctive and relevant way to prospective employers.

Requirements for this minor must be completed prior to graduation. Courses cannot be used to meet minor requirements if already used to meet the requirements for a major or a different minor.

RMI & HRM Focus

The Department of Risk, Insurance and Healthcare Management offers Risk Management and Insurance (RMI) courses that complement the Department of Human Resource 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.

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 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 2021-2022 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, 0812, or 0902	Analytical Reading and Writing [GW]	4
GenEd Breadth Course		3
Term Credit Hours		16
Spring		
STAT 1102	Quantitative Methods for Business II	4
ECON 1102	Microeconomic Principles	3
LGLS 1101	Legal Environment of Business	3
IH 0851 or 0951	Intellectual Heritage I: The Good Life [GY]	3
GenEd Breadth Course		3
Term Credit Hours		16
Year 2		
Fall		
STAT 2103	Statistical Business Analytics (waives GenEd Quantitative Literacy requirement)	4
ACCT 2101	Financial Accounting	3
MIS 2101	Digital Systems	3
IH 0852 or 0952	Intellectual Heritage II: The Common Good [GZ]	3
GenEd Breadth Course		3
Term Credit Hours		16
Spring		
ACCT 2102	Managerial Accounting	3
BA 2101	Professional Development Strategies	1
BA 2196	Business Communications [WI]	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
BA 3102	Business Society and Ethics	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 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 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	
Term Credit Hours		15
Spring		
BA 3103	Integrative Business Applications	3
IB 3101	Fundamentals of International Business	3
GenEd Breadth Course		3
GenEd Breadth Course		3
Select one of the following:		3

HRM 3512	Human Resource Management and Public Policy	
HRM 3511	Compensation Management	
Term Credit Hours		15
Year 4		
Fall		
BA 4101	Global Business Policies	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	
GenEd Breadth Course		3
Free Elective		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		3
Term Credit Hours		15
Total Credit Hours:		124