



Human Resource Management Option

Q. What is Human Resources Management (HRM)?

A. Human Resource Management is a specialty area within management that deals primarily with activities that directly affect how employees are brought into firm and how they are treated once they are employed. These activities include recruiting, selection, training, evaluation, compensation, labor relations, working conditions, and related issues. This area of management used to be referred to as Personnel Management.

Q. Who should consider a career in HRM?

A. Anyone who: enjoys interacting with people on a daily basis; is interested in improving the ways in which organizations and employees relate to one another; is concerned about attracting and retaining good workers; wants to improve employee morale, motivation, and working conditions in general. This is an exciting field that is constantly changing; many aspects of it are driven by changes in federal and state legislation, as well as the outcomes of major lawsuits. Other aspects change as the result of labor-management negotiations and contracts. As society changes, so does the way in which people relate to each other, and these relationships, as they affect the workplace, become the essence of Human Resource Management. If you want to be on the cutting edge of redefining the roles of men and women in the business setting, then you should consider a career in HRM.

Q. What kinds of jobs are out there for HRM majors?

A. HRM graduates generally go in one of two directions. If you go to work for a fairly small company, you may be the only HRM manager there (or perhaps one of only a very few), in which case you will become a generalist, or someone who handles all of the various personnel functions. If, on the other hand, you work in a large company, you may be assigned to a specific function, and become a specialist. You might, for example, work only in compensation, or in training. Either way, you will be an indispensable part of the organization. Every organization has to deal with HRM issues, and there is always a demand for qualified competent people. Our HRM graduates have been successful in obtaining positions in all areas of business throughout the region. In addition, the Management Department sponsors a student chapter of Professionals in Human Resources Association, the major HRM professional society in Southern California.

Bachelors Degree in Business with the Option in Human Resource Management

The Human Resource Management Option consists of seven courses (28 units) that are designed to prepare students for entry-level positions in the field.

Required Courses (20 Units):

		<u>Prerequisite</u>	<u>Qtr Offered</u>
MGMT 473	Strategic Human Resource Management	MGMT 307	F, W, S
MGMT 474	Compensation Management	MGMT 473	S
MGMT 489	High Performance Management	MGMT 307	F, W, S
MGMT 471	Managing Positive Employment Relations <u>OR</u>	MGMT 473	Varies
ECON 472	Labor Relations and Collective Bargaining	ECON 202	S

Two Electives Selected From the Following (8 Units):

		<u>Prerequisite</u>	<u>Qtr Offered</u>
MGMT 454	Special Topics in Management	Varies	W, S
MGMT 469	Training and Development	None	F, W
MGMT 470	Managerial Leadership and Motivation	MGMT 307 or NURS 488	F, S
MGMT 475	Current Topics and Cases in Human Resource Management	MGMT 473	X
MGMT 477	Staffing	MGMT 473	W, S
MGMT 481	International Human Resource Management	MGMT 473	Varies
MGMT 483	Managing Human Resource Information Systems	MGMT 473	Varies
MGMT 484	Organization Development and Change	MGMT 307	F