

Human Resources Management Major

Students completing the Bachelor of Science in Human Resources Management will acquire the knowledge and skill sets to serve in various human resources professional and management roles in the business, government, and the nonprofit sectors.

Human capital has been and will continue to be the most important organizational asset in 21st century organizations and the highly competitive and changing global environment they operate within. The strategic partnership role of human resources professionals will be paramount in the recruitment, development, and retention of this critical asset. Particular emphasis is placed on human resources operations, employment law, employee relations, training and development, performance and compensation systems that drive organizational performance in a dynamic global environment.

This major requires a minimum of 24 Business Core credits and 36 Major Requirements credits. All major requirements must be completed with a grade of 'C' or higher.

In order to earn a Bachelor's degree at Charter Oak, all Major, [General Education](#), [Liberal Arts and Electives](#), [Upper Level credit](#), and [academic residency requirements](#) must be met. Total credits earned must be a minimum of 120 credits.

Core Requirements

ACC 101: Financial Accounting	3 cr
ACC 102: Managerial Accounting	3 cr
BUS 120: Business Law	3 cr
BUS 250: International Business	3 cr
FIN 210: Financial Management	3 cr
MGT 101: Principles of Management	3 cr
MGT 315: Organizational Behavior	3 cr
MKT 220: Principles of Marketing	3 cr

Major Requirements

Choose one of the following:	3 cr
<ul style="list-style-type: none">• BUS 201: Business Statistics• MAT 105: Statistics• PSY 216: Psychology Statistics	
Choose one of the following:	3 cr
<ul style="list-style-type: none">• ECO 103: Macroeconomics• Microeconomics	
HRM 310: Human Resource Management	3 cr
HRM 312: Employment Law: Facts & Fiction	3 cr
Choose one of the following:	3 cr
<ul style="list-style-type: none">• MGT 327: Organizational Change• MGT 373: Lean Management• MGT 374: Agile Development & Management• *OEL 530: Organizational Development	
MGT 330: Diversity & Inclusion in Workplace	3 cr
MGT 431: Performance, Compensation, and Benefits	3 cr
MGT 460: Fundamentals of Project Management	3 cr
MGT 467: Training & Development	3 cr
**MGT 490: Strategic Management	3 cr
PHL 485: Business Ethics & Individual Values	3 cr
**HRM 495: Human Resources Capstone	3 cr

*This course must be approved as part of the **Fast-Track Undergraduate to Graduate Degree Program.**

Fast-Track programs offer approved undergraduate students the opportunity to enroll in graduate credits to be used towards the completion of their undergraduate degree program at Charter Oak. This will not only allow for the completion of an undergraduate degree but will also allow undergraduate students the advantage of beginning a graduate program with the opportunity of completion within ^one year upon graduation from the undergraduate degree (^full-time course load is required).

**Courses must be taken at Charter Oak.

Program Learning Outcomes

Students who graduate with a major in Human Resources Management will be able to:

- demonstrate an understanding of the concepts and theories related to the impact of labor relations, employment law;
- develop compensation, benefits, and reward packages;
- develop hiring and performance appraisal processes, articulate human resources outcomes as they relate to the financial bottom line;
- explain the role of human resources within an organization;
- explain the global environment of business including the political, social, and intercultural sensitivities that exist in society that are important to the development of meaningful relationships and success in business and in life;
- understand and demonstrate professional business behavior, social responsibility, and ethical decision and conduct;
- demonstrate well-developed and effective critical thinking, decision making, problem solving, organizational leadership, teamwork; and
- oral and written communication skills utilizing tools such as the internet, research databases, and other tools as required.