HUMAN RESOURCES MANAGEMENT AS AN UNDERGRADUATE MAJOR

The major in Human Resources Management develops the skills needed to administer the personnel functions of organizations. It is designed primarily for students who intend to pursue careers in administration, personnel management, labor relations or wherever the management of people at work is a central concern. Emphasis is placed on developing an intensive understanding of the concepts and techniques needed to acquire, develop and utilize an organization’s human resources. The program includes broad coverage of such topics as personnel psychology, personnel administration and labor/management relations, in addition to providing basic knowledge of organizational behavior.

Skills and Abilities

Human resources management graduates possess skills which provide them with a good framework for pursuing human resource careers, as well as any career involving interpersonal interaction.

- Administration/management skills
- Decision making
- Facilitating organizational change
- Working constructively in groups
- Human resource planning
- Negotiating labor contracts
- Applied research skills
- Assessment of performance
- Administer compensation
- Knowledge of employment law
- Knowledge of job analysis techniques
- Analytical skills
- Verbal and written communication skills
- Logical reasoning

Human Resources Management & Organizational Behavior Faculty

Faculty members who teach in the areas of Human Resources Management and Organizational Behavior are scholars in the following areas:

- Lizabeth A. Barclay: Equal employment opportunity, Self-efficacy
- Karen Markel: Disability and diversity management, Work-family conflict
- Howard S. Schwartz: Psychoanalytic organization theory
- Catherine Tyler: Organizational change, Multisource performance appraisal
- Kenneth M. York: Staffing, Equal employment opportunity

Major Requirements for the B.S. in Human Resources Management

In addition to university general education, ethnic diversity and composition, and the business pre-core and core program, the requirements for a human resources management major are:
Required major courses:
- ORG 330 (core course) Introduction to Organizational Behavior
- ORG 331 (core course) Introduction to the Management of Human Resources
- ORG 430 Organizational Research Methods
- ORG 433 Labor/Management Relations
- ORG 434 Advanced Human Resources Management

Electives (choose two, at least, one of which must be a 400-level ORG course):
- ORG 431 Leadership and Group Performance
- ORG 432 Motivation and Work Behavior
- ORG 470 International Organizational behavior and Human Resources Management
- ORG 480 Topics in Organizational Management
- MGT 480 Topics in Management
- ECN 338 Economics of Human Resources
- PS 454 Public Personnel Administration

Career Possibilities

- Compensation Administrator
- Employee Benefits Supervisor
- EEO Representative
- Employment Interviewer
- Job Analyst
- Labor Relations Director
- Personnel Generalist
- Personnel Recruiter
- Training Director

For Further Information

Making course selections, choosing areas of emphasis within your major, and fitting your major into your life and career goals are all tasks with which academic advisers are prepared to assist you. Plan to consult with your advisers regularly.

Office of Undergraduate Advising
0932 Elliott Hall
248-370-3285

Career Services
275 Vandenberg Hall
248-370-3250

Also consult:

Occupational Outlook Handbook
OU KRESGE LIBRARY HE 8051 .A62 REF/RESERVE

Michigan Occupational Information System (MOIS)
OU KRESGE LIBRARY MICROFICHE HS 5381 .M61 REFERENCE

Society for Human Resources Management
606 North Washington Street
Alexandria, VA 22314-1997
www.shrm.org