

BACHELOR OF ARTS IN HUMAN RESOURCE MANAGEMENT

OVERVIEW

Human Resource Management (HRM) has become one of the most important aspects within business. The HRM degree program is the largest interdisciplinary major at Lewis University. Housed within the Psychology Department, the HRM program draws on courses from numerous departments including Psychology, Accounting, Business Administration, Economics, and MIS.

The HRM degree is designed for students who want a professional career that combines management responsibilities and the opportunity to work closely with people. Students receive both theoretical knowledge and skills development that train them to go directly into any employment situation. HRM graduates are prepared in the areas of selection, training, appraisal, compensation, organizational communication, database management and other HRM functions. Lewis HRM graduates work in the private sector, not-for-profit organizations, as well as the federal, state and local levels of government.

HIGHLIGHTS

Lewis HRM students can choose from a bachelor's degree, and a minor or a certificate (which does not require a degree or can be completed after receiving a degree). The program offers several options for completion. Students may attend classes full- or part-time, during the day or entirely at night. Opportunities for classes in accelerated and other alternative formats are available for returning and/or working students. The flexibility of the HRM program allows for double majors or minors in other areas to add educational depth.

The skill-based learning and diversity of the coursework gives students the knowledge to handle many different roles and prepare for the inevitable career shifts that face workers in today's economy. Internships offer students the opportunity to develop direct work experience, greater confidence and strong job credentials. Often interns receive job offers from their on-site employers.

HRM students share classes with others having common interests and are encouraged to set up personal networks to assist with courses and/or professional issues. The program has one of the highest percentages of minority and women students, representing a strong emphasis on diversity.

The Society for Human Resource Management (SHRM) has a professional chapter that meets on campus and encourages student participation. This is a valuable opportunity to network with HRM leaders in the region. A student chapter of SHRM provides further avenues for professional development. Lewis also is a registered provider for the SHRM seminar to prepare students for national certification ratings of the Professional in Human Resources (PHR) and the Senior Professional in Human Resources (SPHR) designations.

CONTACT

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OBJECTIVES

Students earning a degree in Human Resource Management will be able to:

- Understand the broad areas of psychology, including behaviorism, psychodynamic theory, cognitive theory, humanistic theory and biological bases of behavior.
- Use knowledge of statistics and research design to plan and execute a research project.
- Criticize research conclusions.
- Understand direct, real-world application of psychological knowledge.
- Apply ethical reasoning to psychological work.

WEB SITES FOR MORE INFORMATION

American Society for Training and Development - www.astd.org

Guide to Human Resources on the Web - www.hrzone.com

HR Magazine - www.shrm.org/hrmagazine

Human Resource Executive - www.workindex.com/hrexecutive

Human Resources Management and Employers Resources - www.hr.arizona.edu/HRadmin/HRprofs/index.php#news

Human Resources Management Association of Chicago - www.hrmac.org

Illinois State Council of the Society for Human Resource Management - www.illinoisshrm.org

Lewis University - www.lewisu.edu

Society for Human Resource Management - www.shrm.org

CAREER OPPORTUNITIES

The field of HRM offers career opportunities in all facets of employee relations, including:

- Affirmative Action Coordinator
- Compensation Manager
- Employee Benefits Manager
- Employee Welfare Manager
- Employment and Placement Manager
- Employment Recruiter
- Equal Employment Opportunity (EEO) Officer
- Human Resource Director
- Labor Relations Manager
- Mediator
- Occupational Analyst
- Training and Development Manager

The skills HR graduates learn are applicable in other fields requiring strong interpersonal and management skills including education, social and human services, law and public relations.

EMPLOYMENT OUTLOOK

The field of Human Resource Management can expect a positive outlook in job growth. HRM employment opportunities are expected to increase between 21 percent and 35 percent - faster than the national average for all occupations - through the year 2012 according to the U.S. Department of Labor's Bureau of Labor Statistics.

BACHELOR OF ARTS / HUMAN RESOURCE MANAGEMENT

Total Credit Hours: 128
Major Credit Hours: 48

I. Core Courses (18)

- 26-100 General Psychology (3)
- 26-303 Statistics for the Social Sciences (3)
- 26-360 Social Psychology (3)
- 26-365 Industrial and Organizational Psychology (3)
- 26-405 Methods of Research (3)
- 26-494 Internship in Human Resource Management (3)

II. Select three courses in Psychology, including at least two courses from the following: (9)

- 26-276 Workshop in Psychology (1)
 - 26-277 Workshop in Organizational Psychology (1)
- (Please note that three workshops can replace only one three-credit elective.)*

- 26-280 Group Dynamics (3)
- 26-285 Cross-Cultural Psychology (3)
- 26-366 Organizational Training (3)
- 26-367 Organizational Motivation (3)
- 26-368 Organizational Staffing (3)
- 26-369 HRM Precertification Seminar (3)
- 26-370 Organizational Compensation (3)

III. Interdisciplinary Support Courses (21)

- 04-200 Basic Macroeconomics (3)
- 04-201 Basic Microeconomics (3)
- 23-120 Principles of Accountancy I (3)
- 61-200 Principles of Management (3)
- 61-250 Business Law I (3)
- 61-360 Human Resource Management (3)
- 63-200 Introduction to Information Systems (3)

IV. Human Resource Management majors must choose 04-200 Basic Macroeconomics as a general education course.

V. The advanced writing requirement of the General Education curriculum is satisfied for Human Resource Management majors by successful completion of Methods of Research (26-405).

HUMAN RESOURCE MANAGEMENT / MINOR

Minor Credit Hours: 24

I. Required Courses (15)

- 24-349 Business Statistics (3)
- OR
- 26-303 Statistics for the Social Sciences (3)
- 26-360 Social Psychology (3)
- 26-365 Industrial and Organizational Psychology (3)
- 61-250 Business Law I (3)
- 61-360 Human Resource Management (3)

II. Select three electives (9)

At least four courses (12 hours) in the minor must be from Psychology. Elective courses include:

- 63-200 Introduction to Information Systems (3)
 - 18-349 Public Personnel Administration (3)
 - 26-277 Workshop in Organizational Psychology (1)
- (Please note that three workshops can replace only one three-credit elective.)*
- 26-366 Organizational Training (3)
 - 26-367 Organizational Motivation (3)
 - 26-368 Organizational Staffing (3)
 - 26-369 HRM Precertification Seminar (3)
 - 26-370 Organizational Compensation (3)
 - 26-494 Internship in Human Resource Management (3)

HUMAN RESOURCE MANAGEMENT / CERTIFICATE

This certificate program is for those who are non-degree candidates but wish to develop competencies in the field. The requirements are the same as those for the Human Resource Management minor.

Certificate Credit Hours: 24

I. Required Courses (15)

26-303 Statistics for the Social Sciences (3)

OR

24-349 Business Statistics (3)

26-360 Social Psychology (3)

26-365 Industrial and Organizational Psychology (3)

61-250 Business Law I (3)

61-360 Human Resource Management (3)

II. Select three electives (9)

At least four courses (12 hours) in the minor must be from Psychology. Elective courses include:

63-200 Introduction to Information Systems (3)

18-349 Public Personnel Administration (3)

26-277 Workshop in Organizational Psychology (1)

(Please note that three workshops can replace only one three-credit elective.)

26-366 Organizational Training (3)

26-367 Organizational Motivation (3)

26-368 Organizational Staffing (3)

26-369 HRM Precertification Seminar (3)

26-370 Organizational Compensation (3)

26-494 Internship in Human Resource Management (3)