

# HUMAN RESOURCE MANAGEMENT MAJOR (B.S.)

<https://cps.unh.edu/online/program/bs/human-resource-management>

## Description

The Bachelor of Science in Human Resource Management provides a strong foundation in business essentials with specialization in the areas of employee development and organizational performance. Studies include the fundamentals for H.R. professionals, as well as explorations in the management of change, conflict, diversity, and in the psychosocial dimension of organizations. Graduates will be prepared for careers that allow them to contribute to strategic advancement in business settings, in the nonprofit sector, and in the public sphere.

## Requirements

### Degree Requirements

**Minimum Credit Requirement:** 120 credits

**Minimum Residency Requirement:** 30 credits must be taken at UNH

**Minimum Cumulative GPA:** 2.0 is required for conferral\*

**Core Curriculum Required:** General Education Program

Major, Option and Elective Requirements as indicated.

\*GPA: Major and any state certification GPA requirements may be higher and are indicated in program details.

A minimum grade of C- is required in all Major coursework. Students are allowed a maximum of two course overlaps. Overlaps can be used between Major, Minor, and General Education requirements with only one overlap being utilized between the Major and Minor. Please note that Option requirements are considered part of the Major. Students must complete 16 upper-level credits in majors within the College of Professional Studies, Online.

### General Education Program Requirements

A minimum grade of D- is required in all General Education coursework. Students are allowed a maximum of two course overlaps. Overlaps can be used between Major, Minor and General Education requirements with only one overlap being utilized between the Major and Minor.

All General Education requirements, including CRIT 602 Advanced Critical Analysis and Strategic Thinking and IDIS 601 Interdisciplinary Seminar, must be taken prior to the capstone.

Code	Title	Credits
ENG 420	The Writing Process	4
COM 460	Interpersonal Communication and Group Dynamics	4
COM 480	Visual Communication	4
CRIT 501	Introduction to Critical Inquiry	4
Select one of the following:		
MTH 402	Math for Our World	4
MTH 504	Statistics	4
MTH 510	Pre-Calculus	4
Knowledge of Human Behavior & Social Systems		
		4

Knowledge of the Physical & Natural World		4
Knowledge of Human Thought & Expression		4
CRIT 602	Advanced Critical Analysis and Strategic Thinking	4
IDIS 601	Interdisciplinary Seminar	4
<b>Total Credits</b>		<b>40</b>

## Writing Program Requirements

All bachelor's degree candidates are required to complete four writing intensive courses as part of the University [Writing Program Requirements](#) as follows:

Code	Title	Credits
ENG 420	The Writing Process	
One Writing Intensive course in the Major		
One Writing Intensive course at the 600-level or above		
One Additional Writing Intensive Course		

*Writing Intensive courses are identified with the label "Writing Intensive Course" in the "Attributes" section of the course description and/or a W following the course number.*

## Major Requirements

Prior to capstone enrollment, students are expected to complete the majority of their required major courses along with CRIT 602 Advanced Critical Analysis and Strategic Thinking and IDIS 601 Interdisciplinary Seminar. Students should consult with their advisor regarding specific major courses that may be completed with their capstone. Academic Advisor approval is required for registration to be processed.

Code	Title	Credits
<b>Major in Human Resource Management</b>		
<i>Foundation Courses</i>		
APST 405	Career Development and Planning	2
CMPL 402	Excel	2
HRM 420	Human Resource Management	4
HRM 470	Human Resource Application in Today's Organizations	4
MGMT 566	Organizational Behavior	4
MTH 504	Statistics	4
or MGMT 569	Budget Management	4
<i>Intermediate Courses</i>		
HRM 580	Change Management	4
HRM 635	Managing Conflict	4
LD 600	Becoming an Effective Leader	4
MGMT 608	Fostering Inclusion and Diversity in the Workplace	4
<i>Advanced Courses</i>		
HRM 660	Recruitment, Selection, and Employee Development	4
HRM 680	Compensation and Performance Management	4
HRM 710	Law and Ethics in Human Resource Management	4
HRM 740	Workplace Coaching	4
OPS 720	Fundamentals of LEAN Process Improvement	4
<i>Integrative Capstone</i>		
MGMT 795	Integrative Capstone: Industry-Based Internship	4
or MGMT 797	Integrative Capstone: Industry-Based Project	4
<b>Total Credits</b>		<b>60</b>

## Electives

Open electives are courses students will need to take in addition to their general education and major requirements in order to satisfy the remaining credit totals for their programs. Open electives are defined as any credit course offered by the College not already included in the student's general education, major, option or minor. Students will need 120 credits total to graduate with a bachelor's degree from the Online Division of the College of Professional Studies.

## Degree Plan

This degree plan is a sample and does not reflect the impact of transfer credit or current course offerings. UNH CPS Online undergraduate students should develop individual academic plans with their academic advisor during their first year at UNH.

## Sample Course Sequence

### First Year

Fall		Credits
APST 405	Career Development and Planning	2
CMPL 402	Excel	2
ENG 420	The Writing Process	4
HRM 420	Human Resource Management	4
General Education Course		4
<b>Credits</b>		<b>16</b>

### Spring

COM 460	Interpersonal Communication and Group Dynamics	4
CRIT 501	Introduction to Critical Inquiry	4
MTH 402	Math for Our World	4
or MTH 504	or Statistics	
or MTH 510	or Pre-Calculus	
MGMT 566	Organizational Behavior	4
<b>Credits</b>		<b>16</b>

### Second Year

Fall		Credits
COM 480	Visual Communication	4
HRM 470	Human Resource Application in Today's Organizations	4
MTH 504	Statistics	4
or MGMT 569	or Budget Management	
General Education Course		4
<b>Credits</b>		<b>16</b>

### Spring

HRM 580	Change Management	4
MGMT 608	Fostering Inclusion and Diversity in the Workplace	4
General Education Course		4
Elective		4
<b>Credits</b>		<b>16</b>

### Third Year

Fall		Credits
CRIT 602	Advanced Critical Analysis and Strategic Thinking	4
HRM 635	Managing Conflict	4
HRM 680	Compensation and Performance Management	4
Elective		4
<b>Credits</b>		<b>16</b>

### Spring

HRM 660	Recruitment, Selection, and Employee Development	4
---------	--	---

HRM 710	Law and Ethics in Human Resource Management	4
LD 600	Becoming an Effective Leader	4
Elective		4

**Credits** **16**

### Fourth Year

#### Fall

HRM 740	Workplace Coaching	4
OPS 720	Fundamentals of LEAN Process Improvement	4

Elective 4

Elective 4

**Credits** **16**

#### Spring

MGMT 797	Integrative Capstone: Industry-Based Project	4
or MGMT 795	or Integrative Capstone: Industry-Based Internship	

Elective 4

**Credits** **8**

**Total Credits** **120**

## Student Learning Outcomes

- Gain competency in the fundamentals of human resources management.
- Engage key concepts in organizational development.
- Explore psychosocial dimensions and their impact on individuals and organizations.
- Demonstrate awareness of and competency with diverse cultures in a global workforce.
- Analyze information effectively to guide evidence-based decision-making.
- Recognize and apply ethical principles and legal standards appropriate to human resources and business practice.
- Advance organizational objectives by deploying human resources knowledge in the context of strategic management.