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. Some programs may have higher grade requirements for Major coursework as noted in the Major requirements section below. Students are allowed a maximum of two course overlaps. Overlaps can be used between Major, Minor, and General Education requirements with only 8 credits overlapped 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 8 credits overlapped 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.

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:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENG 420</td>
<td>The Writing Process</td>
<td>4</td>
</tr>
<tr>
<td>CRIT 602</td>
<td>Advanced Critical Analysis and Strategic Thinking</td>
<td>4</td>
</tr>
<tr>
<td>IDIS 601</td>
<td>Interdisciplinary Seminar</td>
<td>4</td>
</tr>
<tr>
<td>Total Credits</td>
<td></td>
<td>40</td>
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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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>MGMT 608</td>
<td>Change Management</td>
<td>4</td>
</tr>
<tr>
<td>MGMT 610</td>
<td>Compensation and Performance Management</td>
<td>4</td>
</tr>
<tr>
<td>MGMT 635</td>
<td>Managing Conflict</td>
<td>4</td>
</tr>
<tr>
<td>HRM 635</td>
<td>Managing Conflict</td>
<td>4</td>
</tr>
<tr>
<td>HRM 660</td>
<td>Recruitment, Selection, and Employee Development</td>
<td>4</td>
</tr>
<tr>
<td>HRM 700</td>
<td>Human Resource Application in Today's Organizations</td>
<td>4</td>
</tr>
<tr>
<td>HRM 740</td>
<td>Workplace Coaching</td>
<td>4</td>
</tr>
<tr>
<td>OPS 720</td>
<td>Fundamentals of LEAN Process Improvement</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total Credits</strong></td>
<td></td>
<td><strong>60</strong></td>
</tr>
</tbody>
</table>

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**
- 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

**Credits** 16

**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 Statistics 4
- or MTH 510 Pre-Calculus 4
- MGMT 566 Organizational Behavior 4

**Credits** 16

#### Second Year

**Fall**
- COM 480 Visual Communication 4
- HRM 470 Human Resource Application in Today’s Organizations 4
- MTH 504 Statistics 4
- or MGMT 569 Budget Management 4
- General Education Course 4

**Credits** 16

**Spring**
- HRM 580 Change Management 4
- MGMT 608 Fostering Inclusion and Diversity in the Workplace 4
- General Education Course 4
- Elective 4

**Credits** 16

#### Third Year

**Fall**
- CRIT 602 Advanced Critical Analysis and Strategic Thinking 4
- HRM 635 Managing Conflict 4
- HRM 680 Compensation and Performance Management 4
- Elective 4

**Credits** 16

**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 795 or MGMT 797 Integrative Capstone: Industry-Based Internship 4
- or MGMT 798 Integrative Capstone: Industry-Based Project 4
- or MGMT 799 Integrative Capstone: Strategic Management Experience 4
- 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.