



Human Resource Management Concentration Online

The Bachelor of Science in Business Administration degree program with a concentration in Human Resource Management equips students for developing and managing an organization's employees. It allows students to integrate the strategic role of human resource management with other operational and business functions within the organization.

This concentration helps students develop an understanding of the fundamentals of human resource management and prepares them for service in personnel administration, development, and training of employees in diverse settings. Southern Wesleyan University's BSBA with the Human Resource Management Concentration **fully aligns with the Society of Human Resource Management (SHRM) HR Curriculum Guidebook and Templates**. Throughout the world, 340 programs in 259 educational institutions have been acknowledged by SHRM as being in alignment with its suggested guides and templates. The HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. The guidelines -- created in 2006 and revalidated in 2010 and 2013 -- are part of SHRM's Academic Initiative to define HR education standards taught in university business schools and help universities develop degree programs that follow these standards.

- The requirements for the Management concentration consist of 15 semester hours.

HUMAN RESOURCE MANAGEMENT

○	MGMT 2243	Wage, Salary, and Benefits Administration	3 credits
○	MGMT 2263	Employee Development	3 credits
○	MGMT 2283	Employee and Labor Relations	3 credits
○	MGMT 2303	Employee Practices	3 credits
○	MGMT 3343	Human Resource Management	<u>3 credits</u>
			15 credits

**Actual course sequencing varies per student, depending on the amount of coursework transferred in.*

Cost per course \$1375.00

**Rates effective July 1, 2014 - June 30, 2015*

***Concentrations are optional.**

MGMT 2243 Wage, Salary, and Benefits Administration

Introduction to organizational approaches to compensation, including base pay, incentive pay, and benefits that assist the organization in attracting, retaining, and motivating employees. Students will examine compensation-plan objectives, plan-design considerations, the link between pay and performance, legal requirements and constraints on pay programs, and the interplay between financial, communication, and administrative concerns.

MGMT 2263 Employee Development

Examines the philosophy and critical organizational practices required for building and sustaining an organizational culture supportive of a learning environment. Students will explore needs analysis, instructional design, strategic training, educational-technology evaluation methodologies and career-management issues.

MGMT 2283 Employee and Labor Relations

Provides human resources professionals with information on the laws and regulations that affect labor and employee relations, discipline, discharge, and grievance/dispute resolution.

MGMT 2303 Employment Practices

A study of the practice and function of the traditional human resources areas of recruitment, interviewing, orientation, and internal staffing. Students examine human resources' responsibility for ensuring that employee practices meet the organization's long-term strategic plans for staffing requirements. Also addressed are issues related to compliance with state and federal employment laws and regulations.

MGMT 3343 Human Resources Management

The development of policies and techniques to ensure effective management within complex organizations. Civil-Service regulations, unions in the public and private sectors, and organizational training and development will be examined.

Southern Wesleyan University reserves the right to change any of the rules and regulations of the University at any time, including the right to withdraw curricula and specific courses, alter course schedule, alter course content, and alter fee structure.