# Human Resource Management, Minor

The HRM minor will provide students with practical and applied skills, experience in applying those skills, and a variety of intellectual tools to help them understand HRM in any organization. The proposed classes, engaged pedagogy, and instructors will aim to prepare students for staffing organizations, setting and advising procedures for recruitment, interview, and placement. Additionally, students will be prepared for carrying out disciplinary action, tracking leave and absences, and ensuring the health, safety, and development of organizational employees. Students who obtain an HRM minor will also be understand labor law issues.

## Program Requirements

| Code | Title | Credit Hours |
|---|---|---|
| **Total Credit Hours** | | **18** |
| **Discipline Core Requirements** | | **18 Credits** |
| HR 3430 | Introduction to Human Resource Management | 3 |
| Complete 15 credits from the following courses | | 15 |
| HR 3530 | Employment and Labor Law (3) | |
| HR 3550 | Organization Development and Change Management (3) | |
| HR 3570 | Training and Development (3) | |
| HR 4000 | Total Rewards (3) | |
| HR 4050 | Human Resource Information Systems (3) | |
| HR 4060 | HR Analytics (3) | |
| HR 4610 | Talent Acquisition (3) | |
| HR 470G | International Human Resource Management GI (3) | |
| HR 4800 | Strategic Human Resource Management (3) | |
| HR 495R | Advanced Topics in Strategic Human Resource Management (1-3) | |

## Graduation Requirements

1. Overall grade point average 2.5 in all Woodbury School of Business courses and no grade lower than a C- in business courses.

## Graduation Plan

This graduation plan is a sample plan and is intended to be a guide. Your specific plan may differ based on your Math and English placement and/or transfer credits applied. You are encouraged to meet with an advisor and set up an individualized graduation plan in Wolverine Track (http://www.uvu.edu/wolverinetrack/).

| First Year | | |
|---|---|---|
| **Semester 1** | | **Credit Hours** |
| HR 3430 | Introduction to Human Resource Management | 3 |
| | **Credit Hours** | **3** |
| **Semester 2** | | |
| HR Electives [1] | | 6 |
| | **Credit Hours** | **6** |
| **Second Year** | | |
| **Semester 3** | | |
| HR Elective [1] | | 3 |
| | **Credit Hours** | **3** |
| **Semester 4** | | |
| HR Elective [1] | | 3 |
| | **Credit Hours** | **3** |
| **Third Year** | | |
| **Semester 5** | | |
| HR Elective [1] | | 3 |
| | **Credit Hours** | **3** |
| | **Total Credit Hours** | **18** |

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HR Electives:
HR 3530 Employment and Labor Law,
HR 3550 Organization Development and Change Management,
HR 3570 Training and Development,
HR 4000 Total Rewards,
HR 4050 Human Resource Information Systems,
HR 4610 Talent Acquisition,
HR 470G International Human Resource Management GI,
HR 4800 Strategic Human Resource Management

# Program Learning Outcomes

1. Students will demonstrate competence in understanding the functions of a Human Resources department
2. Students will demonstrate abilities to identify ways to hire high potential job candidates for organizations through effective recruiting and selection methods
3. Students will demonstrate an understanding of organizational reward systems and the financial implications of these systems
4. Students will demonstrate knowledge about the issues related to managing employee performance
5. Students will demonstrate understanding of programs related to managing employees and their ethical implications
6. Students will demonstrate their knowledge of the regulatory and ethical frameworks influencing employee health, safety, and security