

Pathway: Interdisciplinary Pathway in Human Resource Management

Purpose:

The Human Resource Management pathway aims to equip students with comprehensive knowledge and skills essential for managing human resources effectively in various organizational settings. This interdisciplinary program combines courses from business, psychology, and sociology to provide a holistic understanding of HR practices, organizational behavior, employee relations, and strategic management. Graduates will be prepared to handle recruitment, training, performance management, compensation, and employee development.

Career Outcomes:

- Human Resource Manager
- Recruitment Specialist
- Training and Development Manager
- Compensation and Benefits Manager
- Employee Relations Specialist
- HR Consultant
- Organizational Development Specialist
- Talent Acquisition Manager

10-Course Academic Pathway

1. **MGMT 300 - Organization and Management**
 - **Description:** An overview of managing organizations with emphasis on management processes, human behavior, and applications to real-world challenges.
 - **Level:** 300
2. **MGMT 330 - Organizational Behavior and Leadership**
 - **Description:** In-depth study of behaviors of individuals and groups in organizations, focusing on motivation, leadership, communication, and change management.
 - **Level:** 300
3. **MGMT 340 - Human Resource Management**
 - **Description:** Covers basic principles of managing the workforce, including recruitment, training, performance evaluation, and compensation.
 - **Level:** 300
4. **PSYC 331 - Industrial-Organizational Psychology**
 - **Description:** Examines psychological principles and research applied to the workplace, including employee selection, performance appraisal, and work motivation.
 - **Level:** 300
5. **SOC 350 - Sociology of Work**
 - **Description:** Analyzes the social organization of work, labor markets, occupational roles, and the impact of technology on work.
 - **Level:** 300
6. **MGMT 371 - Business Law**
 - **Description:** In-depth coverage of business law topics, including selected articles of the Uniform Commercial Code and employment law.
 - **Level:** 300

7. **PSYC 440 - Psychology of Leadership**
 - **Description:** Examines leadership theories and practices from a psychological perspective, including traits, behaviors, and situational factors that influence leadership effectiveness.
 - **Level:** 400
8. **MGMT 464 - Employment Laws and Policies**
 - **Description:** Critical review of current laws and policies dealing with employment dynamics, including HR acquisition, development, and compensation.
 - **Level:** 400
9. **MGMT 466 - Compensation Management**
 - **Description:** Principles and factors involved in designing and implementing effective compensation systems.
 - **Level:** 400
10. **MGMT 470 - Human Resources Planning and Development**
 - **Description:** Surveys concepts and techniques for determining HR requirements and methods for workforce acquisition, training, and development.
 - **Level:** 400

These courses collectively build a foundation in human resource management, organizational behavior, leadership psychology, and the sociological aspects of work, preparing students for diverse roles in HR and related fields.