HUMAN RESOURCES AND
PEOPLE MANAGEMENT
MAJOR

The Human Resources and People Management (HRPM) degree prepares students for careers in the human resources (HR) management field by not only teaching students the functional knowledge, but by developing the skills necessary for implementation of strategic and legally defensible HR practices in contemporary business organizations. Human resources management involves the attraction, retention, development, and deployment of an organization’s most important asset: its human capital. There has never been a more exciting time to join this growing field as organizations increasingly differentiate themselves through their people. Students in the HRPM program are well prepared to take HR roles as generalists, employee relations specialists, compensation specialists, human capital analysts, trainers, recruiting specialists, and other specialist and generalist roles in the human resources field. In addition, some of our alumni have chosen to follow a more general management track after graduation. Our curriculum is formally aligned with the guidelines published by the Society for Human Resource Management (SHRM), the world’s largest Human Resources professional organization. SHRM provides education, research, advocacy, and certification. Our alignment with the SHRM Body of Knowledge was examined by SHRM prior to our certification as an aligned major, and demonstrates to future employers that they can rely on the fact that our students have been educated in all the areas considered essential for a human resources practitioner.

Learning Goals and Objectives

Goal 1: Communication - Students will communicate effectively through written and oral modes of expression across academic, professional, and social contexts using appropriate technology

Goal 2: Critical Thinking and Inquiry – Students will think critically and construct reasoned arguments to support their positions using skills appropriate to the context, such as deductive reasoning, scientific inquiry, quantitative reasoning, aesthetic judgment, or critical examination of form, style, content and meaning.

Goal 3: Ethics, Social Justice, and Ignatian Values – Students will assess ethical issues and social justice within the framework of Ignatian values and will articulate theoretically informed responses to these issues.

Goal 4: Diversity - Students will engage respectfully, in a local and global context, with diverse human beliefs, abilities, experiences, identities, or cultures

Goal 5: Discipline or Program Specific Competencies - Students will acquire the essential knowledge and skills to succeed and make well-reasoned judgments personally, professionally, within the business discipline of human resource management and people management in general.

The traditional undergraduate programs include 40 courses distributed across three components: A General Education component divided into Signature Courses, Variable Courses, and an Integrative Learning requirement; a Major and Divisional component, and Free Electives. In addition to course requirements as specified in each area, students must complete one certified course in each of the following overlay areas:

General Education Signature Courses
See this page about Signature courses (https://academiccatalog.sju.edu/curricula/#signature). Six courses

General Education Variable Courses
See this page about Variable courses (https://academiccatalog.sju.edu/curricula/#variable). Six to Nine courses

General Education Overlays
See this page about Overlays (https://academiccatalog.sju.edu/curricula/#overlay).

General Education Integrative Learning Component
See this page about Integrative Learning Component (https://academiccatalog.sju.edu/curricula/#integrative-learning). Three courses:

NOTE: In no case may an ILC course be double counted towards completing other requirements of the Managing Human Capital major.

NOTES

1. Check the current Academic Catalog for any pre-requisites to the courses. You are responsible to complete any necessary pre-requisites.
2. Check the Course Schedule for overlays as many ILCs are approved overlay courses.
3. Check with the appropriate department for course scheduling as not all courses are offered every semester.

Code    Title                               Hours
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Required of All HSB Students
ECN 102   Introductory Economics Macro  3  
Select two from the following areas:

Economics
ECN 321   International Trade           6  
ECN 322   International Macroeconomics  
ECN 360   Industrial Organization      
ECN 365   Game Theory                   
ECN 370   Economic Development         
ECN 375   Environmental Economics      
ECN 390   The Economics of Healthcare  
ECN 410   Econometrics                  
ECN 415   Economic Forecasting          
ECN 475   Asian Economies               
ECN 477   Chinese Economics             
ECN 482   Latin American Economies      
ECN 480   Econ of Poverty & Income Dist  
ECN 484   Economics of Race             

English
ENG 206   Public Speaking & Presentation  

1. Diversity, Globalization or Non-western Area Studies,  
2. Ethics Intensive, and  
3. Writing Intensive. Overlay requirements are part of the forty-course requirement.
### Human Resources and People Management Major

**ENG 263** Writing for Organizations  
**ENG 426** Nature & Environmental Writing  

**Environmental Science**  
**ENV 102** Environ Theory & Ethics Sem  

**Interdisciplinary Health Services Courses**  
**IHS 211** Health Care Systems  

**Philosophy**  
**PHL 258** The Authentic Self  
**PHL 264** Topics in Moral Psychology  
**PHL 316** Food and Justice  
**PHL 326** Philosophy of Sports  

**Political Science**  
**POL 111** Intro to American Politics  
**POL 113** Intro to Comparative Politics  
**POL 115** Intro to Global Politics  
**POL 117** Intro to Political Thought  
**POL 309** Advising and Advocacy  
**POL 311** Const Law:Rights & Civil Lib  
**POL 313** Public Policy  
**POL 323** Women and American Politics  
**POL 324** Race & Ethnic Politics in U.S.  
**POL 326** Protesting Inequality  
**POL 331** Latin American Politics  
**POL 333** Asian Democ at the Crossroads  
**POL 334** Russian Politics  
**POL 367** Ethics in Internation Affairs  
**POL 368** Women, Gender & World Politics  

**Psychology**  
**PSY 100** Introductory Psychology  
**PSY 123** Psychology of Men and Women  
**PSY 127** Behavioral Economics  
**PSY 129** Industrial/Organizational Psyc  
**PSY 200** Personality Psychology  
**PSY 212** Multicultural Psychology  
**PSY 230** Social Psychology  
**PSY 235** Psychology of Gender  

**Sociology**  
**SOC 101** Intro to Sociology  
**SOC 102** Social Problems  
**SOC 205** Ethnic & Minority Relations  
**SOC 208** Sociology of Gender  
**SOC 211** Classical Sociological Theory  
**SOC 241**  
**SOC 253** Race and Social Justice  
**SOC 262** White Collar Crime  
**SOC 316** Fair Trade:Coffee-Co-Op to Cup  
**SOC 335** Classes and Power in US  
**SOC 345** Law and Social Policy  
**SOC 348** Consumer Culture in Global Per  
**SOC 349** Poverty, Ethics & Soc.Policy  
**SOC 358** Consumr Cult & Globl Perspctve  
**SOC 363** Phila: In Black and White  

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### Free Electives

Six courses

### Business Foundation

Ten courses, including:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>ACC 101</td>
<td>Concepts of Financial Acct</td>
<td>3</td>
</tr>
<tr>
<td>ACC 102</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>DSS 100</td>
<td>Excel Competency</td>
<td>1</td>
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<tr>
<td>DSS 200</td>
<td>Intro to Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>DSS 210</td>
<td>Business Statistics</td>
<td>3</td>
</tr>
<tr>
<td>DSS 220</td>
<td>Business Analytics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 200</td>
<td>Intro to Finance</td>
<td>3</td>
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<tr>
<td>or FIN 225</td>
<td>Fund of Quantitative Finance</td>
<td>3</td>
</tr>
<tr>
<td>MGT 110</td>
<td>Essent’ls of Organizational Beh</td>
<td>3</td>
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<tr>
<td>or MGT 120</td>
<td>Essentials of Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 360</td>
<td>Legal Environment of Business</td>
<td>3</td>
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<tr>
<td>MKT 201</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>BUS 495</td>
<td>Business Policy</td>
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**Total Hours** 32

### Managing Human Capital Requirements

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>MHC 220</td>
<td>Intro: Managing Human Capital</td>
<td>3</td>
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<tr>
<td>MHC 221</td>
<td>Diversity in the Workplace</td>
<td>3</td>
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<tr>
<td>or MHC 360</td>
<td>Employment and Labor Law</td>
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<tr>
<td>MHC 322</td>
<td>Decision Making w/ Analytics</td>
<td>3</td>
</tr>
<tr>
<td>MHC 495</td>
<td>Manag Human Cap:Resrch/App</td>
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**Major Elective**  
Select three of the following:  

<table>
<thead>
<tr>
<th>Code</th>
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<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>ECN 330</td>
<td>Economics of Labor</td>
<td>9</td>
</tr>
<tr>
<td>FBE 230</td>
<td>Intro:Entrepreneur/New Venture</td>
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<tr>
<td>FBE 231</td>
<td>Family Business</td>
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<tr>
<td>FBE 330</td>
<td>Social Enterprise &amp; Soc Change</td>
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<tr>
<td>IBU 210</td>
<td>Intro Internat. Business</td>
<td></td>
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<tr>
<td>LEO 210</td>
<td>Business Stakeholders &amp; Ethics</td>
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<tr>
<td>LEO 211</td>
<td>Perspectives on Leadership</td>
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<tr>
<td>LEO 310</td>
<td>Breaking News in Bus. Ethics</td>
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<tr>
<td>LEO 311</td>
<td>Leading Teams</td>
<td></td>
</tr>
<tr>
<td>MGT 362</td>
<td>Legal Environ’t of Business II</td>
<td></td>
</tr>
<tr>
<td>MHC 222</td>
<td>Influence,Negotiation&amp;Conflict</td>
<td></td>
</tr>
<tr>
<td>MHC 320</td>
<td>Career Management</td>
<td></td>
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<tr>
<td>MHC 321</td>
<td>International Mgt</td>
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<tr>
<td>MHC 270/370/470</td>
<td>Manage Hum Capital Spec Topics</td>
<td></td>
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<tr>
<td>MHC 360</td>
<td>Employment and Labor Law</td>
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<tr>
<td>MHC 471/472</td>
<td>Practicum in Human Capital I</td>
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</tr>
<tr>
<td>MHC 490/491</td>
<td>Manage Human Cap Internship I</td>
<td></td>
</tr>
<tr>
<td>MHC 493/494</td>
<td>ManageHuman Capital Research I</td>
<td></td>
</tr>
<tr>
<td>SOC 320</td>
<td>Sociology of Work</td>
<td></td>
</tr>
</tbody>
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