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-formed 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:

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

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 Human Resources and People Management 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
Required of All HSB Students
ECN 102 Introduction to Macroeconomics  3
Select two from the following areas:  6

Economics
ECN 321 International Trade
ECN 322 International Macroeconomics
ECN 330 Economics of Labor
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 Economics
ECN 480 Econ of Poverty & Income Dist
ECN 484 Economics of Race
### English
- ENG 206 Public Speaking & Presentation
- ENG 263 Writing for Organizations
- ENG 267 Negotiations, Writing & Conflict
- ENG 426 Nature & Environmental Writing

### Environmental Science
- ENV 102 Environ Theory & Ethics Sem

### 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 340 Political Geography
- POL 352 Global Political Economy
- 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 126 Psychology of Culture
- PSY 127 Behavioral Economics
- PSY 129 Industrial/Organizational Psych
- 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 253 Race and Social Justice
- SOC 262 White Collar Crime
- SOC 316 Fair Trade Coffee: Study Tour
- SOC 335 Classes and Power in US
- SOC 345 Law and Social Policy

### Sociology
- SOC 349 Poverty Ethics & Social Policy
- SOC 363 Race Relations in Philadelphia

### Free Electives
Six courses

### Business Foundation
Ten courses, including:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<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>
</tr>
<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>
</tr>
<tr>
<td>or FIN 225</td>
<td>Fund of Quantitative Finance</td>
<td></td>
</tr>
<tr>
<td>MGT 110</td>
<td>Essent'ls of Organizational Beh</td>
<td>3</td>
</tr>
<tr>
<td>or MGT 120</td>
<td>Essentials of Management</td>
<td></td>
</tr>
<tr>
<td>MGT 360</td>
<td>Legal Environment of Business</td>
<td>3</td>
</tr>
<tr>
<td>MKT 201</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>BUS 495</td>
<td>Business Policy</td>
<td>1</td>
</tr>
<tr>
<td>or ACC 423</td>
<td>Accounting Control Systems</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total Hours</td>
<td>32</td>
</tr>
</tbody>
</table>

1. Accounting Majors can choose between ACC 423 and BUS 495

### Human Resources and People Management Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
</table>
- Human Resources and People Management Required
- MHC 220 | Introduction to HR Management                       | 3     |
- MHC 221 | Diversity in the Workplace                           | 3     |
- or MHC 360 | Employment and Labor Law                          |       |
- MHC 322 | Decision Making w/ Analytics                        | 3     |
- MHC 495 | Managing HR: Resrch/App                              | 3     |

### Major Elective
Select two of the following:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
</table>
- ECN 330 | Economics of Labor                                   | 3     |
- FBE 230 | Intro:Entrepreneur/New Venture                       |       |
- FBE 231 | Family Business                                       |       |
- FBE 330 | Social Enterprise & Soc Change                       |       |
- IBU 210 | Intro Internat. Business                             |       |
- LEO 210 | Business Stakeholders & Ethics                        |       |
- LEO 211 | Perspectives on Leadership                           |       |
- LEO 310 | Breaking News in Bus. Ethics                         |       |
- LEO 311 | Leading Teams                                        |       |
- MGT 362 | Legal Environ't of Business II                       |       |
- MHC 222 | Influence,Negotiation&Conflict                       |       |
- MHC 320 | Career Management                                    |       |
- MHC 321 | International Talent Mgt                             |       |
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MHC 270/370/470</td>
<td>Manage Hum Capital Spec Topics</td>
</tr>
<tr>
<td>MHC 360</td>
<td>Employment and Labor Law</td>
</tr>
<tr>
<td>MHC 471/472</td>
<td>Practicum in Human Capital I</td>
</tr>
<tr>
<td>MHC 490/491</td>
<td>Manage Human Cap Internship I</td>
</tr>
<tr>
<td>MHC 493/494</td>
<td>Manage Human Capital Research I</td>
</tr>
</tbody>
</table>