

## The Human Resources Management Major Goals

2004

The purpose of a human resources management major is to build on the foundation of the business core to enable the learner to apply specific skills, knowledge and ethical standards to strategic planning, staffing, training and development, compensation and employee relations. A learner who has successfully completed a human resources management major at Upper Iowa University will be expected to:

1. Demonstrate the accounting skills used in a variety of business settings. This ability will be developed through the successful completion of the following courses:
  - BA 201          Accounting Principles I
  - BA 202          Accounting Principles II
2. Identify marketing concepts and their application in a variety of business settings. This ability will be developed through the successful completion of the following course:
  - BA 208          Marketing Principles
3. Explain the principles of finance and their application in a variety of business settings. This ability will be developed through the successful completion of the following course:
  - BA 341          Corporate Financial Management
4. Identify management concepts and their application in a variety of business settings. This ability will be developed through the successful completion of the following course:
  - BA 210          Management Principles
5. Analyze organizational behavior principles and the impact of diversity on organizations. This ability will be developed through the successful completion of the following courses:
  - BA 210          Management Principles
  - BA 474          Organizational Behavior
6. Explain the fundamental aspects of human resources management and their application in a variety of business settings. This ability will be developed through the successful completion of the following courses:
  - BA 210          Management Principles
  - BA 303          Business Law II
  - BA 361          Human Resources Management
7. Identify the fundamental components of operations management and their application in a variety of business settings. This ability will be developed through the successful completion of the following courses:
  - BA 210          Management Principles
  - BA 356          Quantitative Decisions in Business
8. Describe the legal environment in which businesses must operate. This ability will be developed through the successful completion of the following courses:
  - BA 302          Business Law I
  - BA 303          Business Law II

9. Recognize the economic environment and policies that affect businesses. This ability will be developed through the successful completion of the following general education courses:
  - BA 211      Macroeconomic Principles
  - BA 212      Microeconomic Principles
10. Identify and evaluate socially responsible and ethical business practices. This ability will be developed through the successful completion of the following courses:
  - BA 225      Business Ethics
  - All upper division business courses
11. Explain the use of information systems in business. This ability will be developed through the successful completion of the following course:
  - BA 222      Management of Information Systems
12. Demonstrate quantitative and statistical skills used in business decision making. This ability will be developed through the successful completion of the following courses:
  - MATH 220    Elementary Statistics
  - BA 356      Quantitative Decisions in Business
13. Describe a global view of business and evaluate the impact of international differences on business operations. This ability will be developed through the successful completion of the following course:
  - BA 488      Economics of International Business
14. Synthesize and evaluate knowledge in the major and apply it to a particular organization. This ability will be developed through the successful completion of the following course:
  - ID 498      Senior Project
15. Evaluate training and development issues based on adult learning theory. This ability will be developed through the successful completion of the following courses.
  - BA 361      Human Resources Management
  - BA 371      Training and Development
  - PSY 440     Industrial Psychology
16. Identify development strategies for employee compensation and benefit plans in conjunction with appraisal systems. This ability will be developed through the successful completion of the following courses.
  - BA 383      Compensation and Benefits Management
  - BA 393      Personnel Selection and Evaluation
17. Explain the processes involved with personnel selection and evaluation as they relate to the overall human resource management strategy. This ability will be developed through the successful completion of the following courses.
  - BA 393      Personnel Selection and Evaluation
18. Evaluate the role labor relations and negotiation play in the human resource management. This ability will be developed through the successful completion of the following courses.

BA 411 Labor Relations and Negotiation

19. Evaluate human behavior in organizations. This ability will be developed through the successful completion of the following course:

BA 474 Organizational Behavior

20. Analyze the impact of individual behavior and communication style in the workplace. This ability will be developed through the successful completion of one of the following courses:

BA 365 Leadership Theory

BA/SOC 390 Complex Organizations

BA 374 Business Communication

PSY 440 Industrial Psychology

12/03/04