

The Human Resources Management Major Goals

2009

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:

Core

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
6. 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
7. 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
8. 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 161 Macroeconomic Principles
 - BA 160 Microeconomic Principles

9. 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

Or

PHIL 202 Contemporary Ethics

10. 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

11. 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

Human Resources

12. 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 361 Human Resources Management

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 317 International Management

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

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 one of the following course:

BA 474 Organizational Behavior

BA 365 Leadership Theory

PSY 440 Industrial Psychology

BA362 Supervision

PSY/SOC Group Dynamics

SOC 240 Diverse Cultures

BA 367 Cross-Cultural Leadership

BA 415 Cross-Cultural Negotiations

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

PSY 440 Industrial Psychology

BA362 Supervision

PSY/SOC Group Dynamics

SOC 240 Diverse Cultures

BA 474 Organizational Behavior

BA 367 Cross-Cultural Leadership

BA 415 Cross-Cultural Negotiations