

The Human Resources Management Major Goals

August 2001

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 an understanding of management concepts and their application in businesses of all types, from entrepreneurship to corporations. This ability will be developed through the successful completion of the following courses.

BA 210	Management Principles
BA 201	Accounting Principles I
BA 202	Accounting Principles II
BA 208	Marketing Principles
BA 488	Economics of International Business
BA 302	Business Law I
BA 303	Business Law II

2. Demonstrate an understanding of the economic environment and policies, and the ability to use financial principles in business settings. This ability will be developed through the successful completion of the following courses.

BA 210	Management Principles
BA 201	Accounting Principles I
BA 202	Accounting Principles II
BA 488	Economics of International Business
BA 341	Corporate Financial Management
BA 211	Macroeconomic Principles
BA 212	Microeconomic Principles

3. Demonstrate an understanding of and ability to apply quantitative tools and techniques commonly utilized to support business decision-making. This ability will be developed through the successful completion of the following courses.

BA 210	Management Principles
BA 201	Macroeconomic Principles
BA 202	Microeconomic Principles
BA 341	Corporate Financial Management
MATH 109	Quantitative Methods
MATH 220	Elementary Statistics
MIS 267	Computer Applications

4. Demonstrate an understanding of marketing concepts and their application in businesses of all types, from entrepreneurs to corporations. This ability will be developed through the successful completion of the following course.

BA 208	Marketing Principles
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5. Demonstrate a global view of business, including the impact of international differences on marketing management, economic and business operations. This ability will be developed through the successful completion of the following courses.

BA 210	Management Principles
BA 488	Economics of International Business

6. Demonstrate an understanding of 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
BA 383	Compensation and Benefits Management
BA 411	Labor Relations and Negotiation
PSY 440	Industrial Psychology

7. Demonstrate an understanding of staffing, benefits, labor/management strategies in conjunction with employee 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
BA 411	Labor Relations and Negotiation
PSY 440	Industrial Psychology

8. Demonstrate an understanding of the role information systems, technology and statistical research play in human resources management. This ability will be developed through the successful completion of the following courses.

BA 371	Training and Development
BA 383	Compensation and Benefits Management
BA 393	Personnel Selection and Evaluation
BA 411	Labor Relations and Negotiation
PSY 440	Industrial Psychology

9. Demonstrate an understanding of the effects of cultural diversity on human resources management issues. This ability will be developed through the successful completion of the following courses.

BA 225	Business Ethics
BA 361	Human Resources Management
BA 393	Personnel Selection and Evaluation
PSY 440	Industrial Psychology

10. Demonstrate an understanding of the ethical and legal requirements necessary to provide a safe and healthy work environment. This ability will be developed through the successful completion of the following courses.

BA 225	Business Ethics
BA 361	Human Resources Management
BA 411	Labor Relations and Negotiation
PSY 440	Industrial Psychology