

HUMAN RESOURCE MANAGEMENT: B.S.

The Bachelor of Science degree in Human Resource Management is a 124-credit program designed to serve students who are interested in pursuing future careers in the field of human resource management.

The Bachelor of Science (B.S) in Human Resource Management includes a set of required courses that all students must take, along with SUNY General Education and other academic requirements (<http://catalog.esc.edu/undergraduate/earning-undergraduate-degree/>), in order to be eligible to receive a degree. The required courses for programs in Human Resource Management can be found on the "Program Details" tab. Students will work with a faculty mentor to develop a degree plan that matches their goals and meets all program requirements. Students should speak with their mentor to see if any credit earned through individualized Prior Learning Assessment (iPLA) (<https://www.esc.edu/degree-planning-academic-review/prior-learning-assessment/individualized-prior-learning-assessment/>) or Professional Learning Evaluation (PLE) (<http://catalog.esc.edu/undergraduate/earning-undergraduate-degree/#text>) might fulfill these course requirements. Courses are offered online, through independent studies, or through a blended approach.

The Human Resource Management (HRM) professional is an essential partner in developing and executing the strategy of the organization. Another important function of the HR manager is to oversee many laws that protect the individual, as well as the organization, from unethical or unsafe conditions. Human Resource managers must carry out many different functions in the organization. The areas of responsibility include recruitment and selection, compensation and benefits, training and development, employee relations, employment and labor law, and other related functions. It is the HRM professional's responsibility to ensure HRM policies, procedures and practices are matched effectively with the organization's strategies. This includes functions such as:

- recruiting/staffing
- training
- planning and development
- reward systems including direct and indirect monetary rewards
- workplace safety and health
- employee/labor relations.

To perform these functions, an HR professional needs to interact with people across the organization. The HR professional is in a trusted position; those who serve in this field are held to high standards of integrity, discretion and discernment.

Issues that currently face professionals in this field are numerous and complex. The legal, economic and political environments at the local, state, country and international levels impact how HR strategies can be achieved. In addition to understanding the broad framework of the relevant laws (e.g., for equal opportunity, income security, safety and health, labor-management relations), the HR professional also needs to understand the economic, social and political environments and their impact on HR activities within an organization. Of critical importance are issues such as globalization, rise of knowledge worker and technology. The HR function is frequently asked to implement policies and programs

to enhance the organization's ability to thrive in environments undergoing rapid change.

Progression In The Degree Program

It is important for any business student to understand the roles and functions of a manager; to understand the basic accounting forms managers use; to understand how economics impact the business environment; to understand the impact of financial risk and debt, and to understand the purpose of marketing initiatives. Students who seek a B.S. in Human Resource Management will eventually work in HR settings that require them to interact with personnel from all departments, and thus, will benefit from understanding the workings of all facets of their organizations.

Human Resource managers are often asked to handle complex problems and collaborate with strategic problems that require ability to synthesize complex material. A capstone course is included in this program so that students have opportunity to practice this kind of synthesis.

Foundation Area #1 Knowledge of Business

Required courses:

Code	Title	Credits
MGMT 1005	Principles of Management	3,4
ACCT 2005	Introductory Accounting I: Financial Accounting	4
ECON 2010	Introductory Economics: Micro & Macro 6 Cr.	6
MRKT 1005	Marketing Principles	4
FSMA 3010	Corporate Finance	4

Foundational Area #2: Ethical Standards and Conduct

Required course:

Code	Title	Credits
BUSN 3010	Business Ethics	4

Foundational Area #3: Quantitative and Analytical Skills and Knowledge

Required courses:

Code	Title	Credits
BUSN 2010	Business Statistics	4
HRMS 3020	Human Resources Information System	4

Foundational Area #4: The Human Resource Management Portfolio of Responsibility

Required courses:

Code	Title	Credits
HRMS 3015	Human Resource Management	4
HRMS 3040	Staffing the Organization	4
HRMS 3005	Compensation & Benefits	4
HRMS 4010	Employment & Labor Law	4
HRMS 3010	Diversity in the Workplace	4

Foundational Area #5: Understanding and Developing People and Organizations

Required courses:

Code	Title	Credits
HRMS 3043	Training & Development	4
MGMT 3060	Organizational Behavior	4

Foundational Area #6: Global Competency

Required course:

Code	Title	Credits
HRMS 3025	International Human Resources Management	4

Foundational Area #7: Comprehensive Skills, Knowledge and Abilities to Perform in a Human Resource Management Role

Required course:

Code	Title	Credits
HRMS 4020	Strategic Human Resource Management	4

Foundation Area #1 Knowledge of Business

Learning outcome: Students will be able to define the basic roles and functions of managers in general and in specific departments critical to the organization.

Foundational Area #2: Ethical Standards and Conduct

Learning outcome: Students will be able to apply learning in business ethics to the supervision of ethical standards in the organization.

Foundational Area #3: Quantitative and Analytical Skills and Knowledge

Learning outcome: Students will be able to apply quantitative knowledge and skills to the development of databases and analysis pertinent to HR.

Foundational Area #4: The Human Resource Management Portfolio of Responsibility

Learning outcome: The student will be able to apply laws and regulations that pertain to the recruitment and compensation, and ethical treatment of employees to the solution of case studies.

Foundational Area #5: Understanding and Developing People and Organizations

Learning outcome: The student will be able to develop sample training programs that reflect optimal attention to different learning styles and motivational needs.

Learning outcome: The student will be able to use Organizational Behavior concepts to develop practices that assist leaders to attain organizational goals.

Foundational Area #6: Global Competency

Learning outcome: The student will be able to develop programs (such as compensation, benefits, or training) that impact employees in different cultural environments.

Foundational Area #7: Comprehensive Skills, Knowledge and Abilities to Perform in a Human Resource Management Role

Learning outcome: The student will be able to integrate knowledge earned, either through course work or experience in the key functional areas of Human Resource Management, to provide responses to real life case studies.