

Madonna University

Human Resources Management • School of Business

About the Program

Overview

An efficient and productive workforce is critical to the successful operation of any business. This major addresses the organizational function responsible for the identification, recruitment, and retention of employees.

Program Goals

Students completing the baccalaureate degree in business administration will:

- ◆ Have a conceptual framework for the practice of Human Resources Management within contemporary organizations;
- ◆ Develop a behavioral values-centered approach to the understanding, analysis, and influence of employment;
- ◆ Have an ethical perspective on the issue of human labor;
- ◆ Have qualitative skills useful to decision-making, strategy formation, and alignment, goal and objective setting, and evaluative processes;
- ◆ Evaluate the variety of approaches to technology, methodology, and reasoning utilized in the functions of Human Resources Management;
- ◆ Have skills in accessing and utilizing information systems and data sources in accomplishing managerial goals;
- ◆ Have skills in cost-benefit analysis, especially as it pertains to Human Resources Management;
- ◆ Have a global perspective on the issue of human resources management in multinational corporations and international business activity.

Plan of Study

Human Resources Management: Bachelor of Science (30 s.h.)

REQUIRED MAJOR COURSES:

BL 3500	Employment Law	3 s.h.
FIN 3150	Business Finance	3 s.h.
MGT 3020	Organizational Behavior	3 s.h.
MGT 3100	Strategic Human Resource Planning	3 s.h.
MGT 3210	Operations Management	3 s.h.
MGT 3270	Human Resources Development	3 s.h.
MGT 4350	Compensation	3 s.h.
MGT 4400	Labor Relations Policy and Practice	3 s.h.
MIS 4570	Human Resources Information Systems	3 s.h.
QS 4220	Human Resources Selections, Tests and Measurements	<u>3 s.h.</u> 30 s.h.

REQUIRED BUSINESS FOUNDATION COURSES (18 s.h.):

ACC 2010	Principles of Accounting I	3 s.h.
ACC 2020	Principles of Accounting II	3 s.h.
BL 3330	Business Law I	3 s.h.
MGT 4950	Business Policy	3 s.h.
MKT 2440	Principles of Marketing	3 s.h.
QS 3550	Applied Business Statistics	<u>3 s.h.</u> 18 s.h.

REQUIRED SUPPORT COURSES:

CIS 2380	Intro to Computers	3 s.h.
ECN 2720	Prin of Microeconomics	3 s.h.
ECN 2730	Prin of Macroeconomics	3 s.h.
MGT 2360	Principles of Management	3 s.h.
MTH 1050	Intermediate Algebra	4 s.h.
MTH 2350	Probability and Statistics	<u>4 s.h.</u> 20 s.h.

Unique Features

Taught by an experienced and diverse faculty including active practitioners in the field, theoretical constructs are effectively translated into practical, tested methods, techniques, and systems.

Program Specifics

Building on a core of fundamental orientations to the discipline, the major addresses the principle competencies of effective human resources management, recruitment and selection, compensation and benefits, and labor relations. All address the skills students will use when employed in this area.

Fundamentals of Quality and Operations Management Certificate of Completion (9 s.h.)

MGT 3210	Operations Management	3 s.h.
QOM 3560	Teaming	3 s.h.
QOM 3630	Material and Purchasing Management	<u>3 s.h.</u> 9 s.h.

Your Success is Our Greatest Achievement



For Admissions Information

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For Program Information

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See Advisor/Admissions Office for current information.

Madonna University guarantees the right to equal educational opportunity without discrimination because of race, religion, sex, national origin, age, or disabilities.

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Human Resources Management Major – Possible Schedule

This is a suggested schedule only. The number of courses you take per semester and the number of semesters in which courses are offered will affect it.

First Year

Fall Semester

UNV 1010 Transition to Higher Educ.	1 s.h.
ENG 1010 College Composition I	3 s.h.
PSY 1010 General Psychology	3 s.h.
HIS 1010 World Problems	3 s.h.
Values/Religion	<u>3 s.h.</u>
	13 s.h.

Winter Semester

ENG 1020 College Composition II	3 s.h.
MTH 1050 Intermediate Algebra	4 s.h.
HUM 2010 Medium and the Message	4 s.h.
CIS 2380 Intro to Computers	3 s.h.
MGT 2360 Principles of Management	<u>3 s.h.</u>
	17 s.h.

Sophomore Year

Fall Semester

ACC 2010 Principles or Accounting I	3 s.h.
AHIS 2020/MUS 2020/ENG 2230	3 s.h.
ECN 2720 Microeconomics	3 s.h.
Physical Science	4 s.h.
MKT 2440 Principles of Marketing	<u>3 s.h.</u>
	16 s.h.

Winter Semester

ACC 2020 Principles of Accounting II	3 s.h.
MTH 2350 Probability and Statistics	4 s.h.
ECN 2730 Macroeconomics	3 s.h.
MGT 3020 Organizational Behavior	<u>3 s.h.</u>
	13 s.h.

Junior Year

Fall Semester

Values/Religion	3 s.h.
BL 3330 Business Law I	3 s.h.
FIN 3150 Business Finance	3 s.h.
Biological Science	4 s.h.
MGT 3100 Strategic HR Planning	<u>3 s.h.</u>
	16 s.h.

Winter Semester

QS 3550 Applied Business Statistics	3 s.h.
Humanities requirement 3 C. or 3.D	3-4 s.h.
BL 3500 Employment Law	3 s.h.
Major Elective	<u>3 s.h.</u>
	15-16 s.h.

Senior Year

Fall Semester

QS 4220 Tests and Measurements	3 s.h.
MGT 3210 Operations Management	3 s.h.
MGT 3270 HR Development	3 s.h.
Humanities requirement 3 C. or 3.D	3-4 s.h.
MGT 4350 Compensation	<u>3 s.h.</u>
	15-16 s.h.

Winter Semester

MGT 4950 Business Policy	3 s.h.
MGT 4400 Labor Relations Policy	3 s.h.
MGT 4570 HR Info Systems	3 s.h.
Major Electives	<u>6 s.h.</u>
	15 s.h.

Selected Courses Offerings:

Principles of Management

An introduction to the nature and principles of management; history, theories, practices, problems, and techniques; characteristics and qualities of managers; contemporary trends in management thought and practice.

Compensation

The development, validation, and implementation issues associated with a wage-and-salary program. Topics include: market position, pay range development and validation, market surveying, and implementation techniques and issues. The technical, legal, and moral issues involved in fringe benefit planning, implementation, and administration.

Applied Business Statistics

Applied study of computerized statistical analysis as it relates to general business operations. Statistical procedures include descriptive statistics, t-test, ANOVA, two-way ANOVA, chi-square, simple correlation, and regression. Case study methodology is heavily employed. A computerized data analysis project which uses a minimum of two statistical tests is required.

National Labor Relations Policy and Practice

Survey of the contemporary policy and practice of private and public sector employers with respect to their employees. Exposure to a myriad of situations facing contemporary leaders and examination and discussion of the ramifications of various decisions on organizational effectiveness and efficiency, as well as society at large.

Operations Management

A study of the organizational operations responsible for products, services, tasks, and processes. Manufacturing and service operations are studied as linked, cross-functional, integrated, aimed at customer requirements, and designed to minimize waste.