

Human Resource Management

Overview

Students in Stetson's Human Resource Management Program will develop the skills and competencies required to recruit, hire, motivate, and retain employees effectively. Through experiential learning opportunities, engaging classroom interactions, and close partnerships with Stetson faculty and industry professionals, students will acquire the business acumen, leadership, and interpersonal effectiveness that will enable them to succeed in the HR field.

Learning Outcomes

Student learning outcomes describe what students know, understand and are able to do as a result of completing a degree program. The learning outcomes for this program are:

1. Describe strategic human resource management practices
2. Identify human resource structures, processes, and practices that influence individual and organizational performance
3. Demonstrate skills and knowledge needed to identify, evaluate, and use evidence to manage ethical human resource initiatives
4. Apply business acumen and critical evaluation skills to evaluate business challenges and effectively manage human resources
5. Apply knowledge of individual and cultural differences to effectively manage relationships

Majors

Human Resource Management Majors

- Bachelor of Business Administration in Human Resource Management (<http://catalog.stetson.edu/undergraduate/business-administration/human-resource-management/business-administration-human-resource-management/>)

Minors

Minor in Human Resource Management - 4 Units

Code	Title	Units
Required Courses		
MGMT 308	Human Resource Management	1
HRMT 320	Recruitment and Selection	1
Select one unit from the following courses:		1
HRMT 321	Employment Law	
HRMT 322	Managing Employee Performance and Learning	
HRMT 420	Managing Compensation and Benefits	
Elective Courses		
Select one unit from the following courses:		1
BSAN 360	Project Management	
BSAN 383	Descriptive Analytics and Visualization	
ENTP 301	Creative Problem Solving	
INTL 405	Cross-Cultural Dynamics and Management	
MGMT 303	Evidence-Based Management	
MGMT 306	Organizational Behavior	
MGMT 307	Managing Innovation	
MGMT 430	Advanced Leadership Development	
MGMT 465	Leading Organizational Change and Development	
PSYC 343	Industrial and Organizational Psychology	
SALS 230	Professional Selling and Communication	
SALS 410	Sales Management	
Total Units		4

Advising Course Plans

Advising Course Plan

First Year

Fall		Units
FSEM 100	First Year Seminar	1
ECON 103S	Essentials of Economics I	1
SOBA 205	Professional Communications	1
General Education Requirement ¹		1
Term Units		4

Spring		
MATH 122Q	Calculus for Business Decisions	1
SOBA 209V	Introduction to Business Ethics	1
General Education Requirement ¹		1
General Education Requirement ¹		1
Term Units		4

Second Year

Fall		
ACCT 201	Fundamentals of Accounting	1
SOBA 201	Fundamentals of Financial Analysis	1
INTL 201	International Business and Culture	1
General Education Requirement ¹		1
Term Units		4

Spring		
SOBA 202	Fundamentals of Organizations and Markets	1
STAT 301Q	Business Statistics	1
MGMT 308 ²	Human Resource Management	1
General Elective/Minor Course		1
Term Units		4

Third Year

Fall		
SOBA 203	Fundamentals of Marketing and Technology	1
HRMT 320 ²	Recruitment and Selection	1
HRMT 321 ³	Employment Law	1
General Elective/Minor Course		1
Term Units		4

Spring		
Junior Seminar		1
HRMT 322 ³	Managing Employee Performance and Learning	1
HRMT 397 ²	Human Resource Management Internship	1
HRMT 420 ⁴	Managing Compensation and Benefits	1
Term Units		4

Fourth Year

Fall		
MGMT 495	Strategic Management	1
HRMT Major Elective Course		1
General Elective/Minor Course		1
General Elective/Minor Course		1
Term Units		4

Spring		
HRMT 425 ⁴	Strategic Human Resource Management	1
General Elective/Minor Course		1
General Elective/Minor Course		1
General Elective/Minor Course		1
Term Units		4

Total Unit: 32

¹ Any General Education Course from (A) Creative Art, (B) Culture and Belief, (S) Individual, Society & Social Systems, (H) Historical Inquiry, (P) Physical and Natural World, (Q) Quantitative Reasoning, or Modern Language course at any level.

² HRMT course that is offered in both fall and spring semesters.

³ HRMT course that is offered in fall semesters.

⁴ HRMT course that is offered in spring semesters.

Courses

HRMT 320. Recruitment and Selection. 1 Unit.

Attracting, selecting, and retaining employees are essential human resource management activities that contribute to an organization's success. This course provides an overview of workforce planning, job analysis and design, recruitment and selection processes, legal and compliance issues, and retention and succession planning strategies. Students will learn the role of talent management in creating a high-performing workforce and supporting organizational goals. Prerequisite: MGMT 308.

HRMT 321. Employment Law. 1 Unit.

In this course, students will learn the fundamentals of labor and employment law and will explore the roles and responsibilities of employers and unions. Students will study the law regulating the employer-employee relationship and questions of public policy relating to employment litigation. This course also surveys the law governing disputes between employers and employees, with an emphasis on federal statutes. Prerequisite: MGMT 308.

HRMT 322. Managing Employee Performance and Learning. 1 Unit.

Human capital is a vital driver of an organization's ability to execute its strategies and establish a sustainable competitive advantage. The performance management and learning processes selected and implemented by an organization play a critical role in aligning organizational goals to employees' performance and leveraging human capital capabilities to achieve those goals. This course is designed to provide students with an in-depth study of the concepts, processes, and issues associated with managing performance and learning in the workplace. Attention will be given to planning, designing, implementing, and evaluating performance management systems and learning efforts. Prerequisite: MGMT 308.

HRMT 397. Human Resource Management Internship. 1 Unit.

This course provides students the opportunity to work within an organization that agrees to provide them with significant managerial work and support during the internship period. Full time internships require 200 hours (1-unit) within a semester time frame. A maximum of one unit of internship credit may be applied towards the BBA degree requirements. Prerequisite: MGMT 308 and one 300-level HRMT course; Major/minor in School of Business Administration, minimum GPA of 2.0 in major, permission of Internship Director or Management Chair. Enrollment in an internship course requires students to attend an orientation prior to beginning work at their internship site. For more information regarding internship orientations, please contact Career & Professional Development at career@stetson.edu or 386-822-7315.

HRMT 420. Managing Compensation and Benefits. 1 Unit.

Organizations can utilize total compensation to attract, retain, and motivate qualified employees. Accordingly, compensation and benefit practices receive considerable attention from executives, human resource professionals, managers, and employees. Therefore, human resource professionals must be aware of the complexities of managing external, internal, and individual equity issues associated with compensation and benefits systems. In this course, students will be introduced to multidisciplinary theories that serve as the foundation of these systems and will explore the dimensions of total compensation design, administration, and maintenance. Attention will be given to principles underlying successful compensation systems, including internal alignment, external competitiveness, pay-for-performance, and other incentive and reward systems. Students will develop a practical and comprehensive understanding of compensation and benefits, as well as applied skills in making compensation decisions and examining issues total compensation administration. Prerequisite: MGMT 308. Writing Enhanced course.

HRMT 425. Strategic Human Resource Management. 1 Unit.

As the final course in the Human Resource Management curriculum, this experience provides an opportunity to integrate and apply the human resource principles and practices to resolve complex organizational challenges or to enhance organizational performance. Students will integrate their knowledge of HR functional areas to develop strategic solutions and opportunities. To these ends, students will engage in strategic planning, the evaluation of organizational change initiatives, and will demonstrate the leadership, interpersonal, and business competencies required of successful HR professionals. Using a Human Resource Management Simulation, issues pertaining to recruitment and selection, compensation and benefits, training and development, performance management, and compliance will be presented. Supplemental assignments will provide opportunities to engage strategic planning and organizational change initiatives. Prerequisite: MGMT 308, HRMT 320, HRMT 321, HRMT 322, HRMT 420.