

# BACHELOR OF SCIENCE (B.S.) IN HUMAN RESOURCE MANAGEMENT FOR STUDENTS MATRICULATED BEFORE JAN. 1, 2022

The Bachelor of Science (B.S.) 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 program provides the foundation of core competencies, theoretical and technical body of knowledge in the content areas of human resource management, business, and SUNY liberal arts and general education requirements. Students will have the option of completing their course work in a variety of delivery modes: online, blended and/or face-to-face study. This program provides students with the option to pursue a more structured degree program in Human Resource Management while offering them the option to individualize their degree through their selection of electives.

Students enrolled in 16 credits per semester, two semesters per year, could expect to complete this program in four years. SUNY Empire State College also offers a summer term that includes courses in Human Resource Management. It permits courses transfer based on the college's policy, up to 93 total upper and lower level credits of same listed courses/topics or equivalent courses.

For more information about this degree program, please visit the B.S. in Human Resource Management web page.

## Admission

The admissions requirements for the B.S. in Human Resource Management will be the same as current undergraduate admissions requirements, which include proof of high school completion and the ability to pursue college-level work as demonstrated through an essay, which is submitted with the admissions application.

To prepare to study in the HR field, students should develop an understanding of the environment through study in fields such as psychology, sociology, political science, economics, law and quantitative analysis, including statistics. Students also should ensure they have the ability to communicate in multiple forms (oral, written, electronically) with individuals and groups, and are able to analyze complex information.

Students pursuing an HRM degree should build a strong foundation of knowledge in the functional areas of business including:

- Accounting.
- Finance.
- Management.
- Operations.
- Marketing.
- Information systems.

It is also important to have an understanding of the changing nature of work and the work force, including such issues as workplace diversity and globalization. Students should also understand the interactions

among individuals, groups and organizations through a study such as Organizational Behavior or Managerial Psychology.

Students pursuing an HRM degree should have a broad-based understanding of the HR function through study or experience.

## HRM Knowledge/Studies

The HR function has four key responsibilities:

- Staffing (recruitment and selection).
- Compensation (direct and indirect).
- Training and development.
- Employee/labor relations,

Students seeking a broad-based HR career should build competencies in these four areas above through a combination of experience, studies and/or internships. Students could also consider taking an integrative (capstone) study to integrate their knowledge of HR and organizations. In addition, students could consider including studies that help in developing knowledge and competencies in specialized areas of HR. Possible topics include:

- Employment and/or labor law.
- Diversity in the workplace.
- Dispute resolution in the workplace.
- International HRM.
- Human resource planning.
- Human resource information systems.
- Change management.
- Performance management.
- Labor economics.
- Workplace safety and health.

## Supporting Studies

Other supporting studies could focus on the organization or industry in which the student plans to work. These could include nonprofit management, retail management, manufacturing technology, health-care administration and other similar types of organizational studies.

## Lower Division

### Core HR Management Courses

Code	Title	Credits
MGMT 1005	Principles of Management	3,4
MRKT 1005	Marketing Principles	4
ACCT 1005	Accounting for Decision Makers	6
ECON 2005	Principles of Economics	4

### SUNY General Education

Code	Title	Credits
	Mathematics (Statistics)	4
	Basic Communication	4
	Select 12 credits from the following Gen Ed categories:	12
	Natural Science	
	American History	
	Western Civilization	
	Other World Civilization	

The Arts

Foreign Language

**Upper Division**

**Core HR Management Courses**

<b>Code</b>	<b>Title</b>	<b>Credits</b>
HRMS 3015	Human Resource Management	4
BUSN 3010	Business Ethics	4
BUSN 2010	Business Statistics	4
FSMA 3010	Corporate Finance	4
MGMT 3060	Organizational Behavior	4
HRMS 3010	Diversity in the Workplace	4
HRMS 3040	Staffing the Organization	4
HRMS 3020	Human Resources Information System	4
HRMS 3005	Compensation & Benefits	4
HRMS 3043	Training & Development	4
Human Resource Elective		4
HRMS 4020	Strategic Human Resource Management	4
HRMS 3025	International Human Resources Management	4