

# HUMAN RESOURCE MANAGEMENT

## FIELD OVERVIEW

The BBA with a concentration in human resource management provides undergraduate students with the analytical and technical tools, as well as a strong conceptual framework, necessary to develop and implement systems to help organizations manage their workforce. Students come to understand human resource management as an interdependent set of tasks and functions grounded in organizational behavior, human relations, labor economics and psychological principles. These tasks and functions include compliance with equal employment legislation, selection (e.g., recruiting, interviewing, and testing applicants), training and development, (e.g., developing training programs and providing career counseling), compensation, (e.g., creating pay systems and benefit packages), performance management, (e.g., instituting appraisal and feedback systems to motivate employees), and employee relations, (e.g., developing an employee grievance procedure and supporting diversity initiatives).

## CAREER CHOICES IN HUMAN RESOURCE MANAGEMENT

Upon successful completion of the GWSB field of concentration in human resource management, graduates are well-suited for consulting positions as well as for professional Human Resource positions in any type of for-profit firm, non-profit organization, or governmental agency at the federal, state or local level. On any given day, a human resource manager may need to develop a recruiting strategy for hiring new customer service representatives; set the compensation package for a newly hired engineer; approve a salary increase for an account manager; negotiate with an insurance provider regarding employee benefits; develop and deliver a training program; and resolve an employee grievance. Alternatively, students may wish to pursue careers as specialists in any of these human resource areas. Human resource management also provides basic tools for anyone interested in a general management position within an organization. In addition, it provides an excellent foundation for graduate study in business, public administration, and law.

## PROGRAM OF STUDY

All students are expected to complete a range of prerequisite courses during their first two years at GW. Some of these courses have a direct impact on later studies in human resource management. During the freshman year, students take Organizational Behavior (BADM 66), which provides a foundation in the fundamental principles important to the human resource management field. Students are also exposed to basic labor market principles in Microeconomics (ECON 11) and Macroeconomics (ECON 12) and to basic statistical analysis in Introduction to Business and Economic Statistics (STAT 51/53). These courses provide an important foundation for the business core course, Human Resource Management (BADM 130).

After completing the core course, students are expected to complete their Analytical Tools Elective, Field Tools Elective, Field-Related Elective (which must be a course related to HRM but outside of the field), and three Field Courses. The capstone human resource management course, Advanced Topics in Human Resource Management (MGT 116), should be taken after all other human resource management requirements have been completed. *The George Washington University Bulletin* contains course descriptions.

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Course	Course Title	Prerequisites
<u>Core</u>		
BADM 130*	Human Resource Management	BADM 66, ECON 11& 12
<u>Analytical Tools Elective (Choose One)</u>		
SOC 111	Qualitative Research	SOC 1
STAT 112	Business and Economic Statistics II	STAT 51/53
STAT 118	Regression Analysis	STAT 51/53
<u>Field Tools Elective (Choose One)</u>		
ACCY 110	Financial Statement Analysis	BADM 51 & 52
MGT 115 (FALL ONLY)	Leadership	BADM 130
PSYC 131	Psychological Tests	PSYC 1
<u>Field Courses (Choose Four)</u>		
MGT 116* (SPRING ONLY)	Advanced Topics in HRM	BADM 130 & MGT 117
MGT 117* (FALL ONLY)	Labor Relations, Neg. & Conflict Res.	BADM 130
ECON 165	Economics of Human Resources	ECON 11 & 12
MGT 251	Total Compensation	INSTRUCTOR'S PERMISSION
MGT 252	Global Human Resource Management	INSTRUCTOR'S PERMISSION
MGT 257	Performance Management & Development	INSTRUCTOR'S PERMISSION
PSYC 144	Industrial/Organizational Psychology	PSYC 1
<u>Field-Related Elective (Choose One )</u>		
ACCY 121	Intermediate Accounting I	BADM 51
ECON 142	Labor Economics	ECON 11& 12
IBUS 160	Introduction to International Business	ECON 11& 12
PHIL 135	Ethics in Business and the Professions	NO PREREQUISITES

Or another course with permission of the Field Advisor

**\*REQUIRED**

