

HUMAN RESOURCE MANAGEMENT CERTIFICATE (OCE ONLY)

The program is offered only through Online and Continuing Education (OCE).

The Human Resource Management certificate equips individuals with practical knowledge and skills pertinent to the human resource management function, including strategic human resource planning, employee and labor relations, compensation, training and organization development, and performance management. Ideal for individuals who are currently in management, a member of a human resources team, or interested in gaining expertise in human resource management. Not open to students who are pursuing or have completed management majors or management minors.

Certificate Requirements

20 credits

Code	Title	Credits
BNMG 310	ORGANIZATIONAL BEHAVIOR AND MANAGEMENT	4
BNMG 405	HUMAN RESOURCE MANAGEMENT	4
Select three of the following:		12
BNMG 380	INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY	
BNMG 410	INTERNATIONAL MANAGEMENT	
BNMG 415	BUSINESS, ETHICS AND SOCIETY	
BNMG 436	TOPICS IN MANAGEMENT	
Total Credits		20

Prerequisites for this program are:

Code	Title	Credits
BNSS 250	CONTEMPORARY BUSINESS	
	or BNAC 259 FINANCIAL AND MANAGERIAL ACCOUNTING I	
MATH 140	INTRODUCTION TO STATISTICS	

Student Learning Outcomes

- Demonstrate practical knowledge and skills pertinent strategic human resource planning.
- Critically assess methods for recruiting and hiring of staff.
- Analyze how organizations maintain compliance with labor and employment laws.
- Evaluate methods of for setting performance standards and performance evaluations.
- Explain the influence of culture, ethics and global influences on staff and organizations.
- Use statistical analyses to develop compensation strategies.