

# Human Resource Management

BACHELOR OF SCIENCE DEGREE





# HUMAN RESOURCE MANAGEMENT

Every organization must manage its workforce, and in today's workplace organizations face challenges such as workforce diversity, evolving technology and globalization. More organizations are turning to HR managers to help them think strategically about their recruiting, hiring, training and retention practices. HR managers are able to guide their organizations through continually evolving challenges to meet their strategic goals. Organizations need managers with comprehensive knowledge of today's most important issues in human resources and employment relations, including employment law, compensation, recruiting/staffing, training, workplace diversity, and strategic planning. Today's business environment requires graduates who can effectively evaluate and make decisions, lead employees and manage resources. Human Resource Management is ideal for people who like big picture thinking, can understand how processes work and have a passion for problem-solving that creates value for the organization.

## Career Outlook

There is a growing demand for HR professionals in today's fast-changing business environment. Earning a human resource management degree prepares students for a career in HR that is focused on contributing strategically and functionally to manage an organization's talent. Graduates are able to work in any industry sector and geographic location they choose for small or large organizations.

This is a high-growth field as attracting, motivating and retaining top talent

provides a competitive advantage for most organizations. HR Managers are needed to help organizations navigate new ways of working, including telecommuting, job sharing and developing and managing project teams that encompass multiple locations. Money included HR specialists in its list of 100 Best Business Jobs. Human Resources employment is expected to grow 9 percent between 2014 and 2024, according to the Bureau of Labor Statistics.

## Curriculum

As a student in the Bachelor of Science in Human Resource Management program, you'll take 78 semester credit hours in core business and management courses, as well as 41 semester credit hours in general education courses.

**All students will gain hands-on practical skills through an internship experience or similar opportunity.**

## Potential Career Paths

*Compensation and Benefits Manager*

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*Human Resources Manager*

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*Training and Development Manager*

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*Job Analysis Specialist*

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*Labor Relations Specialist*

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# CURRICULUM

## HUMAN RESOURCE MANAGEMENT CORE

**24** credit hours

Course Prefix	Course Name	Credit Hours
MG 401	Organizational Behavior + Decision Making	3
MG 409	Human Resource Management	3
MG 411	Compensation	3
MG 412	Employee Selection + Development	3
MG 413	Employment Law	3
MG 425	Managing through Leadership	3
MG 300+	Two Electives Approved by Advisor	6

*Required elective options could include courses in HR Management, Non Profit Management, Sports Management, Project Management, Supply Chain Management, Directed Study in Human Resource Management or an approved Management/HR Internship.*

## Degree

The Collat School of Business offers a Bachelor's of Science degree in human resource management. The curriculum meets the high standards set by SHRM and encompasses the common body of knowledge that has been outlined by SHRM. This ensures our classes and course materials offer the most relevant information for graduates entering the workforce and that their knowledge, skills and abilities meet the needs of modern organizations hiring HR professionals. Students will learn a variety of marketable skills, such as how to attract, motivate and reward employees, effectively manage business operations, think strategically and work within the legal environment of business.



## SUPPORTING ORGANIZATIONS

### *Management and Human Resources Advisory Council*

An advisory council of HR and management professionals serves as a resource to the program by aligning the curriculum with industry needs. This ensures that students are prepared for a career in the profession. Council members provide practitioner review of and input to curriculum, learning objectives and class content to ensure alignment with the constantly changing business environment. Council members also serve as mentors, sponsor internships at their companies, and offer project assignments for students.

### *Society for Human Resource Management (SHRM)*

The student chapter at UAB is recognized by the National Society for Human Resource Management and works closely with the Birmingham chapter (SHRM). The UAB chapter has professional meetings to provide informative and relevant speakers, workshops, and networking opportunities for students interested in the field of human resource management. This organization has a strong emphasis on professional development and provides members learning opportunities through interactions with top Human Resources professionals from the area.

**UAB COLLAT**  
SCHOOL OF BUSINESS

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