

DEPARTMENT OF MANAGEMENT AND MARKETING

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HUMAN RESOURCES MANAGEMENT AS AN UNDERGRADUATE MAJOR

The major in Human Resources Management develops the skills needed to administer the personnel functions of organizations. It is designed primarily for students who intend to pursue careers in administration, personnel management, labor relations or wherever the management of people at work is a central concern. Emphasis is placed on developing an intensive understanding of the concepts and techniques needed to acquire, develop and utilize an organization's human resources. The program includes broad coverage of such topics as personnel psychology, personnel administration and labor/management relations, in addition to providing basic knowledge of organizational behavior.

Skills and Abilities

Human resources management graduates possess skills which provide them with a good framework for pursuing human resource careers, as well as any career involving interpersonal interaction.

Administration/management skills
Decision making
Facilitating organizational change
Working constructively in groups
Human resource planning
Negotiating labor contracts
Applied research skills

Assessment of performance
Administer compensation
Knowledge of employment law
Knowledge of job analysis techniques
Analytical skills
Verbal and written communication skills
Logical reasoning

Human Resources Management & Organizational Behavior Faculty

Faculty members who teach in the areas of Human Resources Management and Organizational Behavior are scholars in the following areas:

Lizabeth A. Barclay

Karen Markel

Howard S. Schwartz

Catherine Tyler

Kenneth M. York

Equal employment opportunity, Self-efficacy

Disability and diversity management, Work-family conflict

Psychoanalytic organization theory

Organizational change, Multisource performance appraisal

Staffing, Equal employment opportunity

Major Requirements for the B.S. in Human Resources Management

In addition to university general education, ethnic diversity and composition, and the business pre-core and core program, the requirements for a human resources management major are:

Required major courses:

ORG 330 (core course)	Introduction to Organizational Behavior
ORG 331 (core course)	Introduction to the Management of Human Resources
ORG 430	Organizational Research Methods
ORG 433	Labor/Management Relations
ORG 434	Advanced Human Resources Management

Electives (choose two, at least, one of which must be a 400-level ORG course):

ORG 431	Leadership and Group Performance
ORG 432	Motivation and Work Behavior
ORG470	International Organizational behavior and Human Resources Management
ORG 480	Topics in Organizational Management
MGT 480	Topics in Management
ECN 338	Economics of Human Resources
PS 454	Public Personnel Administration

Career Possibilities

Compensation Administrator	Labor Relations Director
Employee Benefits Supervisor	Personnel Generalist
EEO Representative	Personnel Recruiter
Employment Interviewer	Training Director
Job Analyst	

For Further Information

Making course selections, choosing areas of emphasis within your major, and fitting your major into your life and career goals are all tasks with which academic advisers are prepared to assist you. Plan to consult with your advisers regularly.

Office of Undergraduate Advising
332 Elliott Hall
248-370-3285

Career Services
275 Vandenberg Hall
248-370-3250

Also consult:

Occupational Outlook Handbook
OU KRESGE LIBRARY HE 8051 .A62 REF/RESERVE
Michigan Occupational Information System (MOIS)
OU KRESGE LIBRARY MICROFICHE HS 5381 .M61 REFERENCE
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