

HUMAN CAPITAL MANAGEMENT, B.S.

Begin Campus: Any Penn State Campus

End Campus: Harrisburg

Program Description

The Human Capital Management major prepares students for a career in human resource management by developing skills and competencies in managing diversity and equal opportunity, ethical and fair treatment of employees, human resource planning and staffing, employee training and development, compensation and benefits, performance management, labor relations, and protecting employee safety and health. Students completing this major would be prepared to demonstrate their knowledge of the core principles of human resource practices and the application of those principles for potential certification such as a Professional in Human Resources (PHR) or Society of Human Resource Management - Certified Professional (SHRM-CP). The Human Capital Management major is not available to students who are currently enrolled in or have completed the requirements for a Management (MNGMT_BS) degree.

What is Human Capital Management?

Human capital management (HCM) is an organization's set of practices used to attract, recruit, train, develop and retain the best employees to achieve short- and long-term objectives. HCM allows companies to invest in their employees who can maximize their potential by contributing at the highest level to the achievement of business goals. HCM sees employees as the essence of the company.

HCM focuses on adding value to an organization's human capital to deliver the best results for all stakeholders. It covers talent acquisition and management, employee relations, compensation, performance, and other key areas vital to the tactical and strategic vision and mission of a company.

HCM can create a strong organizational culture that promotes employee development, honest feedback and commitment to company goals. It can give employees more control over their careers and encourage them to dedicate their skills and talent to the employer for the long term.

You Might Like This Program If...

- You are a people person who is a problem solver.
- You have good communication skills.
- You have strong analytical skills.
- You like dynamic work environments.
- You want to help others.
- You want to have a rewarding career – financially and emotionally – that makes a big impact on the lives of others.
- You are a good listener.
- People trust you.

Entrance to Major

Entry to the Human Capital Management major requires:

1. the completion of 8 entry-to-major courses: ACCTG 211, ECON 102, ENGL 15¹ or ENGL 30H¹ or ESL 15¹, FIN 301, DA 101¹ or MATH 110¹ or MATH 140¹, MGMT 301¹, MKTG 301, SCM 200¹ or STAT 200¹
2. and a 2.00 or higher cumulative grade-point average.

¹ Course requires a grade of C or better

Degree Requirements

For the Bachelor of Science degree in Human Capital Management, a minimum of 120 credits is required:

Requirement	Credits
General Education	45
Requirements for the Major	93

18 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 9 credits of GWS courses; 6 credits of GQ courses; 3 credits of GS courses.

Requirements for the Major

To graduate, a student enrolled in the major must earn a grade of C or better in each course designated by the major as a C-required course, as specified by Senate Policy 82-44 (<https://senate.psu.edu/students/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/>).

Code	Title	Credits
Prescribed Courses		
ACCTG 211	Financial and Managerial Accounting for Decision Making	4
BA 364Y	International Business and Society	3
ECON 102	Introductory Microeconomic Analysis and Policy	3
ECON 104	Introductory Macroeconomic Analysis and Policy	3
FIN 301	Corporation Finance	3
MIS 250	Introduction to Problem Solving with Spreadsheet Analysis and Information Systems Management	3
MIS 390	Information Systems Management and Applications	3
MKTG 301	Principles of Marketing	3
SCM 301	Supply Chain Management	3
<i>Prescribed Courses: Require a grade of C or better</i>		
BA 462	Business Strategy	3
ENGL 202D	Effective Writing: Business Writing	3
HRM 495	Internship in Human Capital Management	3
MGMT 301	Basic Management Concepts	3
MGMT 341	Human Resource Management	3
MGMT 440	Compensation and Benefits	3
MGMT 441	Organizational Staffing and Development	3
MGMT 443	Performance Management	3
Additional Courses		
BA 241 & BA 242 or BA 243	Legal Environment of Business and Social and Ethical Environment of Business or Social, Legal, and Ethical Environment of Business	4
<i>Additional Courses: Require a grade of C or better</i>		
SCM 200 or STAT 200	Introduction to Statistics for Business or Elementary Statistics	4

Select 3 credits from the following:	3
CAS 100A Effective Speech	
CAS 100B Effective Speech	
CAS 100C Effective Speech	
CAS 100S Effective Speech	
Select 3 credits from the following:	3
ENGL 15 Rhetoric and Composition	
ENGL 15S Rhetoric and Composition	
ENGL 30H Honors Rhetoric and Composition	
ESL 15 ESL Composition for American Academic Communication II	
Select 3-4 credits from the following:	3-4
DA 101 Introduction to Data Analytics	
MATH 110 Techniques of Calculus I	
MATH 140 Calculus With Analytic Geometry I	
Select 6 credits from the following:	6
MGMT 321 Leadership and Motivation	
MGMT 326 Organizational Behavior and Design	
MGMT 400 Organization Development	
MGMT 410 Project Management	
MGMT 420 Negotiation and Conflict Management	
MGMT 424 Interpersonal Relationships in Organizations	
MGMT 433 Leadership and Team Building	
MGMT 445 Managing a Diverse Workforce	
MGMT 450 Labor Management Relations	
MGMT 483 Compliance and Fairness in Organizations	

Supporting Courses and Related Areas

Select 12 credits of 200-400 level business courses from: ACCTG, BA, ECON, FIN, MIS, MGMT, MKTG, or SCM in consultation with an academic adviser and in support of the student's interests	12
Select 5-6 credits of Non-Business Electives	5-6

General Education

Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (<https://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program/>) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

Foundations (grade of C or better is required and Inter-Domain courses do not meet this requirement.)

- **Quantification (GQ):** 6 credits
- **Writing and Speaking (GWS):** 9 credits

Breadth in the Knowledge Domains (Inter-Domain courses do not meet this requirement.)

- **Arts (GA):** 3 credits
- **Health and Wellness (GHW):** 3 credits
- **Humanities (GH):** 3 credits
- **Social and Behavioral Sciences (GS):** 3 credits
- **Natural Sciences (GN):** 3 credits

Integrative Studies

- **Inter-Domain Courses (Inter-Domain):** 6 credits

Exploration

- **GN**, may be completed with Inter-Domain courses: 3 credits
- **GA, GH, GN, GS, Inter-Domain courses.** This may include 3 credits of World Language course work beyond the 12th credit level or the requirements for the student's degree program, whichever is higher: 6 credits

University Degree Requirements

First Year Engagement

All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

Cultures Requirement

6 credits are required and may satisfy other requirements

- **United States Cultures:** 3 credits
- **International Cultures:** 3 credits

Writing Across the Curriculum

3 credits required from the college of graduation and likely prescribed as part of major requirements.

Total Minimum Credits

A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

Quality of Work

Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

Limitations on Source and Time for Credit Acquisition

The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (<https://senate.psu.edu/students/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/>)). For more information, check the Suggested Academic Plan for your intended program.

Learning Outcomes

Student Graduates of our Baccalaureate Degree Programs Should Be:

- **Goal 1:** Be Effective Communicators
 - **Objective 1.1:** Convey ideas in a clear, coherent manner in written communication
 - **Objective 1.2:** Present verbally thoughts and ideas in a way that can be clearly understood by a target audience
- **Goal 2:** Be Ethically and Socially Responsible
 - **Objective 2.1:** Be competent in analyzing social and ethical decision-making issues in organizations
- **Goal 3:** Be Critical Thinkers
 - **Objective 3.1:** Graduates should be able to identify company issues (noting timing, magnitude, strategic relevance of the issue from view of target stakeholder), perform and describe analysis with relevant facts/support, provide alternatives (examining the pros/cons of each potential solution), and recommend a solution for the identified issue
- **Goal 4:** Have competence in their Discipline
 - **Objective 4.1:** Demonstrate knowledge of the history and current practices in their major and recognize, recommend, and implement best practices in their areas of specialization

H. Human Capital Management Program: Graduates with a degree in Human Capital Management should possess the skill set required to perform competently as human capital management professionals

- **HCMCA 1.1:** Demonstrate knowledge of the major Human Resource discrimination laws such as Title VII, ADA, and ADEA
- **HCMCA 1.2:** Demonstrate knowledge of recruitment and selection practices
- **HCMCA 1.3:** Demonstrate knowledge of ADDIE training model and career development
- **HCMCA 1.4:** Demonstrate knowledge of compensation system design, regulatory compliance and management
- **HCMCA 1.5:** Demonstrate knowledge of benefits system design, regulatory compliance and management
- **HCMCA 1.6:** Demonstrate knowledge of HR metrics and analytics and alignment with organizational strategy
- **HCMCA 1.7:** Demonstrate knowledge of employee relations, regulatory compliance and employee disciplinary procedures

Academic Advising

The objectives of the university's academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in-and-out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee's unit of enrollment will provide each advisee with a primary academic adviser, the information needed to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (<https://senate.psu.edu/students/policies-and-rules-for-undergraduate-students/32-00-advising-policy/>)

Harrisburg

Ray Gibney, Ph.D.

Program Chair
Olmsted E355
Middletown, PA 17057
717-948-6149
rfg14@psu.edu

Suggested Academic Plan

The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2025-26 academic year. To access previous years' suggested academic plans, please visit the archive (<https://bulletins.psu.edu/undergraduate/archive/>) to view the appropriate Undergraduate Bulletin edition.

Human Capital Management, B.S. at Harrisburg Campus

The course series listed below provides **only one** of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an **Academic Requirements** or **What If** report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

First Year		
Fall	Credits Spring	Credits
ENGL 15, 15S, 30T, or ESL 15 ^{*†#}	3 CAS 100A, 100B, 100C, or 100S ^{*†}	3
DA 101, MATH 110, or MATH 140 ^{*†#}	3-4 STAT 200 or SCM 200 ^{*†#}	4
ECON 102 (GS) [#]	3 MKTG 301 [#]	3
General Education Course	3 General Education Course	3
General Education Course	3 General Education Course	3
15-16		16

Second Year		
Fall	Credits Spring	Credits
ACCTG 211 [#]	4 FIN 301 [#]	3
MGMT 301 ^{*#}	3 MIS 250	3
General Education Course	3 ENGL 202D ^{*†}	3
General Education Course	3 General Education Course	3
General Education Course	3 General Education Course	3
16		15

Third Year		
Fall	Credits Spring	Credits
BA 241	2 MGMT 443 [*]	3
BA 242	2 MGMT 440 [*]	3
ECON 104	3 MIS 390	3
SCM 301	3 200-400 level Business Courses	6
MGMT 341 [*]	3	
13		15

Fourth Year

Fall	Credits Spring	Credits
BA 364Y	3 BA 462	3
MGMT 441*	3 HRM 495*	3
300-400 level MGMT credit from approved course list*	3 300-400 level MGMT credit from approved course list*	3
200-400 level Business courses in consultation with adviser	3 200-400 level Business courses	3
Non-Business Elective	2-3 Non-Business Elective	3
15-14		15

Total Credits 120

* Course requires a grade of C or better for the major

‡ Course requires a grade of C or better for General Education

Course is an Entrance to Major requirement

† Course satisfies General Education and degree requirement

University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy Cultural Diversity Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

General Education includes Foundations (GWS and GQ), Knowledge Domains (GHW, GN, GA, GH, GS) and Integrative Studies (Inter-domain) requirements. N or Q (Honors) is the suffix at the end of a course number used to help identify an Inter-domain course, but the inter-domain attribute is used to fill audit requirements. Foundations courses (GWS and GQ) require a grade of 'C' or better.

Advising Notes:

- Courses required for the major must be generally taken within 10 years of entrance to major.
- For more information regarding MGMT 495, contact the HCM Program Coordinator.
- Students must complete a 3-credit course in "United States Cultures (US)" and a 3-credit course in "International Cultures (IL)." BA 364Y (US/IL) may be used to meet either the IL or US requirement but may be used to fulfill only 3 of the 6 credit requirement.
- 30 credits of GA, GH, GHW, GN, and GS to include 6 Integrative Studies credits.
- 15 credits of GQ and GWS require a grade of "C" or better.

Career Paths

The HCM major prepares students for generalist positions as well as specialized careers in Human Resources. Talent Acquisition and Management, Compensation and Benefits, Employee and Labor Relations, and Human Resource Information Systems are just some of the specialized fields. HR Managers, HR Directors, Vice President of HR and Chief Human Resource Officer are just some of the generalist positions. If you chose not to enter HR, which managerial position does not benefit from an in-depth understanding of managing human

resources in a company as well as the legal environment of employment? The HCM major prepares you to enter the workforce.

Accreditation

The B.S. in Human Capital Management offered by the School of Business Administration at Penn State Harrisburg, the Capital College, is accredited by AACSB International – The Association to Advance Collegiate Schools of Business. AACSB's mission is to foster engagement, accelerate innovation, and amplify impact in business education. Synonymous with the highest standards of excellence since 1916, AACSB provides quality assurance, business education intelligence, and professional development services to over 1,600 member organizations and more than 800 accredited business schools worldwide. AACSB International (AACSB) connects educators, students, and business to achieve a common goal: to create the next generation of great leaders. The School of Business Administration was reviewed for accreditation renewal in 2023.

The human capital management program is an SHRM (<https://www.shrm.org/credentials/certification/>)-aligned program.

MORE INFORMATION ABOUT AACSB INTERNATIONAL (<https://www.aacsb.edu/>)

Contact**Harrisburg**

SCHOOL OF BUSINESS ADMINISTRATION
Olmsted Building, E355
Middletown, PA 17057
717-948-6731
ajh18@psu.edu

<https://harrisburg.psu.edu/business-administration/human-capital-management-bs> (<https://harrisburg.psu.edu/business-administration/human-capital-management-bs/>)