

# HUMAN CAPITAL MANAGEMENT, B.S.

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**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.