

# HUMAN CAPITAL MANAGEMENT, CERTIFICATE

Requirements for an undergraduate certificate may be completed at any campus location offering the specified courses for the certificate.

## Program Description

The Human Capital Management certificate provides students with key insights into foundational human capital management processes such as total rewards (compensation and benefits), selection and development, and performance management. As future organizational leaders and managers, the understanding of key human resource practices are needed by all majors from Science, Technology, Engineering, Arts, Math to Business.

## 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.

## Program Requirements

To earn an undergraduate certificate in Human Capital Management, a minimum of 12 credits is required.

Code	Title	Credits
<b>Required Courses</b>		
MGMT 341	Human Resource Management	3
MGMT 440	Compensation and Benefits	3
MGMT 441	Organizational Staffing and Development	3
MGMT 443	Performance Management	3

## 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/policies-and-rules-for-undergraduate-students/32-00-advising-policy/>)

### Harrisburg

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### Contact

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