

HUMAN RESOURCE MANAGEMENT, MINOR

Requirements for a minor may be completed at any campus location offering the specified courses for the minor. Students may not change from a campus that offers their major to a campus that does not offer their major for the purpose of completing a minor.

Program Description

The Human Resource Management minor prepares students for professional certification (Assurance of Learning, Professionals in Human Resources (PHR) or Senior Professionals in Human Resources (SPHR)) and/or 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.

A grade of C or better is required for all courses in the minor, as specified by Senate Policy 59-10 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/59-00-minors-and-certificates/#59-10>). In addition, at least six credits of the minor must be unique from the prescribed courses required by a student's major(s).

What is Human Resource Management?

Human Resource Management explores how the proper management of employees contributes towards organizational effectiveness. This area of study includes topics such as organizational behavior, employment relations systems and processes, human resource planning, recruitment and selection, performance management, training and development, negotiation and conflict resolution, and occupational health and safety.

You Might Like This Program If...

- You enjoy working with people and are interested in what motivates them.
- You are interested in training and development within a business environment.
- You would like to help a business interact better for and with its employees.
- You would like to work in human resources.

Program Requirements

Requirement	Credits
Requirements for the Minor	18

No more than 12 credits may be utilized to fulfill the Capital College Management degree. The minor is not available to Human Capital Management majors.

Requirements for the Minor

A grade of C or better is required for all courses in the minor, as specified by Senate Policy 59-10 (<https://senate.psu.edu/students/policies-and-rules-for-undergraduate-students/59-00-minors-and-certificates/>). In addition, at least six credits of the minor must be unique from the prescribed courses required by a student's major(s).

Code	Title	Credits
Prescribed Courses		
<i>Prescribed Courses: Require a grade of C or better</i>		
Basic Management and HR:		
MGMT 301	Basic Management Concepts	3
MGMT 341	Human Resource Management	3
Additional Courses		
<i>Additional Courses: Require a grade of C or better</i>		
Select 3-12 credits from the following advanced HRM courses:		3-12
MGMT 440	Compensation and Benefits	
MGMT 441	Organizational Staffing and Development	
MGMT 443	Performance Management	
MGMT 445	Managing a Diverse Workforce	
Supporting Courses and Related Areas		
<i>Supporting Courses and Related Areas: Require a grade of C or better</i>		
Select between 0-9 credits from the following:		0-9
ECON 315	Labor Economics	
	or ECON 410 Economics of Labor Markets	
HRM 495	Internship in Human Capital Management	
MGMT 321	Leadership and Motivation	
	or PSYCH 48 Work Attitudes and Motivation	
MGMT 326	Organizational Behavior and Design	
MGMT 331	Management and Organization	
	or MGMT 40 Organization Development	
MGMT 420	Negotiation and Conflict Management	
	or CAS 404 Conflict Resolution and Negotiation	
MGMT 424	Interpersonal Relationships in Organizations	
MGMT 433	Leadership and Team Building	
MGMT 450	Labor Management Relations	
MGMT 461	International Management	
MGMT 483	Compliance and Fairness in Organizations	

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

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