

HUMAN RESOURCES MANAGEMENT

Based on 2021-22 Undergraduate Catalog

HUMAN RESOURCES MANAGEMENT AS AN UNDERGRADUATE MAJOR

Being a human resource professional means playing a part in employees' lives and helping to shape an organization's future. Emphasis is placed on developing an intensive understanding of the concepts and techniques needed to acquire, develop and utilize an organization's human resources. Human resources management (HRM) graduates possess skills which provide them with a framework for pursuing human resource careers, as well as any career involving interpersonal interaction.

MAJOR REQUIREMENTS FOR A BACHELOR OF SCIENCE IN HUMAN RESOURCES MANAGEMENT

To fulfill the requirements for the major in human resources management, students must be admitted to major standing, complete the core program, and complete a minimum of 25 credits, as specified below, with a grade of C or better in each major course.

REQUIRED IN THE PRE-CORE

SBC 1990 ACHIEVE I
SBC 2990 ACHIEVE II

REQUIRED IN THE CORE

ORG 3300 Intro to Organizational Behavior
ORG 3310 Intro to the Management of Human Resources

REQUIRED MAJOR COURSES

ORG 4300 Organizational Research Methods
ORG 4340 Advanced HRM
ORG 4600 Compensation and Benefits
ORG 3990 ACHIEVE III HRM*

ELECTIVES - CHOOSE TWO

(at least one must be a 4000-level ORG)

ORG 4310 Leadership and Group Performance
ORG 4320 Motivation and Work Behavior

ORG 4330 Labor/Management Relations
ORG 4700 International Org. Behavior and HRM
ORG 4900 Topics in Organizational Management
MGT 4900 Seminar: Current Business Topics
ECN 3380 Economics of Human Resources
PS 3325 Public Sector HRM

**In addition to the HRM courses, students will need to complete one of the following two options to satisfy the ORG3990 requirement.*

I - INTERNSHIP

a. Human Resources Management Experience Contract

- Student must receive HRM faculty adviser approval prior to beginning the work experience.
- For students wishing to substitute their current or recent work experience, the student must complete the contract for the appropriate job and schedule a meeting with the HRM major adviser for approval. You may have to provide additional support when using previous experience.
- The student's work experience must meet the minimum contact hours requirement (280 hours).

b. Exit Interview

- Upon completion of the internship or equivalent experience, the student must submit written answers to the specified exit interview questions to major adviser.
- Students must also have their internship supervisor submit a letter on company letterhead to the HRM major adviser stating the following: hours worked, time period and basic job duties.
- Upon documentation of the exit interview, written documentation of the completion of the requirement will be provided to the student and the Undergraduate Advising Office within two weeks.

II - PORTFOLIO PROJECT

Students can obtain information about this option from the HRM major adviser. Items must be new work representing an HRM skill set. Once student submits all required aspects of the project to the HRM major adviser, written documentation of the completion of the requirement will be provided to the student and the Undergraduate Advising Office within two weeks.

SKILLS AND ABILITIES

- Performance assessment and evaluation
- Compensation and benefit management
- Organizational change facilitation
- Knowledge of employment law and its approach
- Human resource planning
- Applied research

CAREER OPPORTUNITIES

For more information on careers, check out the Oakland University career tool at oakland.edu/careers. The Bureau of Labor Statistics (bls.gov/oco) and O*Net (onetonline.org) also offer career information.

Organizations that commonly employ HRM majors

- Blue Cross Blue Shield of Michigan
- Detroit Sports
- DTE Energy
- Faurecia
- Fiat Chrysler
- Kelly Services
- Lear Corporation
- Meritor
- United Shore

Career Choices

- Compensation and Benefits Manager
- HR Specialist
- Job Analyst/HR Generalist
- EEO Representative
- Labor Relations Director
- Recruiter
- Training Director
- Human Resources Manager

JOB OPENINGS

Access thousands of job and internship postings at Handshake (oakland.edu/careerservices/handshake). Handshake also provides the latest news from OU Career Services, exclusively for OU students and alumni.

HRM ORGANIZATIONS AT OU

SHRM (Society of Human Resources Management)
For more information visit: oakland.edu/business/orgs.

CAREER OUTLOOK

Starting Salary | \$33,460 – \$58,723

Mid-career Salary | \$54,300 – \$113,300

National Growth | 5 – 11% by 2026

Data from the National Bureau of Labor and Statistics

FOR FURTHER INFORMATION

To help choose your area of interest, plan your future career goals and monitor your progress, you can visit the Oakland Business School Undergraduate Advising and Career Services Offices.

School of Business Administration Undergraduate Advising

Elliott Hall, Room 232
275 Varner Drive
(248) 370-3285

oakland.edu/business/advising

School of Business Administration Career Services

Elliott Hall, Room 232
275 Varner Drive
(248) 370-3215

oakland.edu/business

Career Services

Main Office
North Foundation Hall, Room 154
318 Meadow Brook Road
(248) 370-3250

oakland.edu/careerservices

DEPARTMENT OF MANAGEMENT AND MARKETING

Elliott Hall, Room 443