

HUMAN RESOURCE MANAGEMENT

Program Overview

Human Resource Management (HRM) professionals perform many vital business activities in organizations. As both private and public sector organizations have become more concerned about such issues as legal compliance, corporate culture, and ensuring employee work behaviors are aligned with strategic objectives, the demand for well-trained HRM professionals has increased greatly.

Practitioners in HRM are involved in a variety of important, interesting, and challenging activities. They establish and implement policies that affect such organizational functions as recruitment, selection, training and development, performance management, compensation and benefits.

Our program has been ranked among the top 20 Human Resource Management programs in the U.S., and placed as the #3 undergraduate HRM program in New Jersey by College Factual. The Society of Human Resource Management (SHRM) has acknowledged that our curriculum is fully aligned with SHRM's competency model for the HR profession. This connection to the profession, coupled with Rider's engaged learning program, makes Rider a great place to study Human Resource Management.

Curriculum Overview

Courses in the program include Introduction to Human Resource Management, Introduction to Labor Relations, Employee Selection and Training, Employee Compensation Systems, Employee Engagement, Managing Workforce Diversity, International Management, Team Management, Management Skills, and more.

Degree Offered

- B.S.B.A. in Human Resource Management

Contact

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Program Website: Human Resource Management B.S.B.A (<http://www.rider.edu/hrm/>)

Associated Department: Department of Management (<https://www.rider.edu/academics/colleges-schools/norm-brodsky-college-business/departments/management/>)

Related Programs

- Entrepreneurial Studies (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/entrepreneurial-studies/>)
- Management and Leadership (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/management-leadership/>)
- Organizational Psychology (http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/org_psych_bsba/)

- Health Care Management (<https://www.rider.edu/academics/colleges-schools/norm-brodsky-college-business/finance-economics-dept/healthcare-management/>)
- Sport Management (<https://www.rider.edu/academics/colleges-schools/norm-brodsky-college-business/undergraduate/sport-management/>)

Human Resource Management Major Requirements

(21 credits)

Code	Title	Credits
Business Core		
See Business Core Requirements (http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/core-requirements/)		
MGT 310	Intro to Human Resource Mgmt	3
HRM 315	Employee Selection & Training	3
HRM 316	Employee Compensation Systems	3
MGT 375	International Management	3
Select three of the following, with at least one being an HRM course:		9
HRM 312	Intro to Labor Relations	
HRM 333	Employee Engagement	
HRM 441	Sel. Topics: Human Res Mgt	
MGT 320	Managing Workforce Diversity	
MGT 346	Negotiation	
MGT 355	Team Management ¹	
MGT 363	Management Skills ¹	
MGT 410	Ethical Management	
HRM 490	Independent Research and Study	
Total Credits		21

¹ Human Resource Management majors have the option of completing MGT 355 Team Management or MGT 363 Management Skills for their major requirements as well as for their Leadership Elective requirement. If a student chooses to count MGT 355 or MGT 363 toward both the major requirements and the Leadership Elective, the student must complete 3 credits of free elective for graduation.

An average of "C" or better is required in the 21 semester credit hours required of the human resource management major. Majors are encouraged to take HRM 491 Internship in Human Res Mgt or HRM 492 Internship in Human Res Mgt as a free elective.

Academic Plan of Study

The following educational plan is provided as a sample only. Rider students who do not declare a major during their freshman year; who change their major; or those who transfer to Rider may follow a different plan to ensure a timely graduation. Each student, with guidance from his or her academic advisor, will develop a personalized educational plan.

Course	Title	Credits
Year 1		
Fall Semester		
CBA 110	Business in Action ¹	3
CIS 185	Information Systems Essentials ¹	3
CMP 120	Seminar in Writing and Rhetoric	3

MSD 105	Quantitative Methods for Business ²	3
Natural Science Elective		3
Semester Credit Hours		15

Spring Semester

CMP 125	Seminar in Writing and Research	3
ECO 200	Principles of Macroeconomics	3
MKT 200	Marketing Principles	3
MSD 205	Business Statistics	3
Humanities Elective		3
Semester Credit Hours		15

Year 2**Fall Semester**

ACC 210	Introduction to Accounting	3
BDA 201	Introduction to Business Analytics	3
COM 290	Professional/Strategic Speech	3
ECO 201	Principles of Microeconomics	3
MGT 201	Fund Management & Org Behavior	3
Semester Credit Hours		15

Spring Semester

ACC 220	Managerial Uses of Accounting	3
CBA 212	Business Communications	3
CBA 236	Career Planning	3
FIN 220	Introduction to Finance	3
MGT 310	Intro to Human Resource Mgmt	3
Semester Credit Hours		15

Year 3**Fall Semester**

BUS 300	The Legal and Ethical Environment of Business	3
HRM 315	Employee Selection & Training	3
CIS 385	Management Information Systems	3
Leadership Elective ³		3
Social Science Elective		3
Semester Credit Hours		15

Spring Semester

MGT 375	International Management ⁴	3
MSD 301	Operations Management	3
Free Elective (International Business) ⁴		3
HRM Major Elective		3
Liberal Arts Elective		3
Semester Credit Hours		15

Year 4**Fall Semester**

HRM 316	Employee Compensation Systems	3
HRM Major Elective		3
Free Elective		3
Free Elective		3
Free Elective		3
Semester Credit Hours		15

Spring Semester

BUS 400	Strategic Mgmt and Policy	3
HRM Major Elective		3
Free Elective		3

Free Elective	3	
Free Elective	3	
Semester Credit Hours		15

Total Credit Hours for Graduation		120
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¹ CIS 185 Information Systems Essentials and CBA 110 Business in Action can be taken in the Fall or Spring of Year 1.

² Students may be required to take MSD 104 Intro to Quantitative Methods based on placement. MSD 104 counts as a 3-credit Free Elective.

³ Human Resource Management majors have the option of completing MGT 355 Team Management or MGT 363 Management Skills for their major requirements as well as for their Leadership Elective requirement. If a student chooses to count MGT 355 or MGT 363 toward both the major requirements and the Leadership Elective, the student must complete 3 credits of free elective for graduation.

⁴ Students are required to complete 6 credits of International Business Electives which can be fulfilled as major courses or as free electives.

The following educational plan is provided as a sample only. Rider students who do not declare a major during their freshman year; who change their major; or those who transfer to Rider may follow a different plan to ensure a timely graduation. Each student, with guidance from his or her academic advisor, will develop a personalized educational plan.

Course	Title	Credits
Year 1		
Fall Semester		
CBA 110	Business in Action	3
CIS 185	Information Systems Essentials	3
CMP 120	Seminar in Writing and Rhetoric	3
ECO 200	Principles of Macroeconomics	3
MSD 105	Quantitative Methods for Business	3
Semester Credit Hours		15

JTerm

Social Science Elective	3	
Semester Credit Hours		3

Spring Semester

CMP 125	Seminar in Writing and Research	3
ECO 201	Principles of Microeconomics	3
MKT 200	Marketing Principles	3
MSD 205	Business Statistics	3
Natural Science Elective		3
Semester Credit Hours		15

Summer Semester

ACC 210	Introduction to Accounting	3
Humanities Elective	3	
Semester Credit Hours		6

Year 2**Fall Semester**

BDA 201	Introduction to Business Analytics	3
CBA 236	Career Planning	3
COM 290	Professional/Strategic Speech	3
FIN 220	Introduction to Finance	3
MGT 201	Fund Management & Org Behavior	3

Free Elective		3
Semester Credit Hours		18
JTerm		
Free Elective		3
Semester Credit Hours		3
Spring Semester		
ACC 220	Managerial Uses of Accounting	3
CBA 212	Business Communications	3
MGT 310	Intro to Human Resource Mgmt	3
Free Elective (International Business) ¹		3
Leadership Elective ²		3
HRM Major Elective		3
Semester Credit Hours		18
Summer Semester		
MSD 301	Operations Management	3
Free Elective		3
Semester Credit Hours		6
Year 3		
Fall Semester		
BUS 300	The Legal and Ethical Environment of Business	3
CIS 385	Management Information Systems	3
HRM 315	Employee Selection & Training	3
HRM 316	Employee Compensation Systems	3
MGT 375	International Management ¹	3
Liberal Arts Elective		3
Semester Credit Hours		18
JTerm		
Free Elective		3
Semester Credit Hours		3
Spring Semester		
BUS 400	Strategic Mgmt and Policy	3
HRM Major Elective		3
HRM Major Elective		3
Free Elective		3
Free Elective		3
Semester Credit Hours		15
Total Credit Hours for Graduation		120

¹ Students are required to complete 6 credits of International Business Electives which can be fulfilled as major courses (MGT 375 International Management) or as free elective courses.

² For the Leadership Elective, choose from LDP 200, LDP 398, MGT 355, or MGT 363. If a Human Resource Management major takes MGT 355 or MGT 363 as their Leadership Elective, they can also count it as a Major Course Elective, and they must take an additional 3-credit Free Elective.

Notes:

- This accelerated plan assumes no AP or other credits were transferred into Rider University.
- Business Honors students will have a different sequence.

- Students are strongly suggested to complete a credit-bearing experiential course (e.g., internship, co-op, study tour, study abroad, ENT 448, ECO 450.)

Courses and Descriptions

HRM 312 Intro to Labor Relations 3 Credits

This course deals with the relationship of labor unions and management, the fundamentals of collective bargaining, and labor legislation. The structure and growth of unions as well as the relationships and problems that exist among private and public sector organizations, the labor force, and government are surveyed.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 313 Legal Aspects of Human Res Mgt 3 Credits

This course deals with the various laws that affect human resource management, including social insurance, legislation, minimum wage laws, OSHA, ERISA, as well as equal employment opportunity legislation. This course is concerned not only with the provisions of these laws, but also with their constitutionality, their effects, and how they are administered.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 315 Employee Selection & Training 3 Credits

This course explains the processes involved in selecting and training employees. With regards to selection, specific examples include, evaluating applicant credentials, administering pre-employment tests and complying with equal employment opportunity legislation. With regards to training, topics include assessing the need for training, designing effective training programs, utilizing methods such as technology to deliver training, and evaluating the effectiveness of training programs.

Prerequisite(s): MGT 310.

HRM 316 Employee Compensation Systems 3 Credits

The goal of this course is to familiarize you with the common methods of compensation used by today's organizations and how these methods could be used to increase motivation, job satisfaction, and performance in the workplace. To accomplish this, we will first discuss the bases of motivation in the workplace. Next, we will then talk about the various compensation options and techniques and the strengths and weaknesses of each in maximizing motivation and performance in an organization.

Prerequisite(s): MGT 310.

HRM 333 Employee Engagement 3 Credits

Employee Engagement is commonly described as a focused passion and enthusiasm that employees bring to their work that produces high-quality performance and positive organizational outcomes such as enhanced firm reputation, customer loyalty, and profitability. In this course, students will explore the concept and value of Employee Engagement, and strategies for energizing an organization's workforce. Projects and activities will focus on the role of the Human Resource function in measuring employee attitudes, designing relevant interventions, and influencing a culture of engagement.

Prerequisite(s): MGT 310.

HRM 441 Sel. Topics: Human Res Mgt 3 Credits

Deals with one area of study in the field of human resource management such as protective labor legislation, mediation and arbitration, the administration of labor unions, or case problems in human resource management. The topic varies each semester and is announced at the time of registration.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 490 Independent Research and Study 1-4 Credits

Topic to be approved in advance by supervising instructor, chairperson, and academic dean. Available for juniors and seniors. No more than 12 credits allowed toward graduation, and can be used as free elective or HRM major elective.

Prerequisite(s): MGT 310 or permission of instructor.

HRM 491 Internship 1-4 Credits

Provides the student with the opportunity to supplement and apply human resource management coursework in a supervised employment setting with participating companies. Requirements include a journal with a log of daily activities and a paper summarizing work experiences. Students will receive a letter grade based upon their internship performance, as well as their performance on the journal and final paper submissions.

Prerequisite(s): Junior or Senior; Major in human resource management and MGT 310; Requires a 2.75 GPA overall and 3.0 GPA in the major and permission of the instructor.

HRM 492 Internship in Human Res Mgt 3 Credits

Provides the student with the opportunity to supplement and apply their human resource management classroom work in a supervised employment setting with participating companies. Requirements include a journal with a log of daily activities and a paper summarizing their experiences submitted to the internship supervisor. Students will receive a letter grade based upon their internship performance, as well as their performance on the journal and final paper submissions. 2.75 GPA overall and 3.0 GPA in the major is required.

Prerequisite(s): major in human resource management or management and leadership, and MGT 310; senior status; and permission of instructor.