

BRYANT UNIVERSITY

HUMAN RESOURCE MANAGEMENT



WWW.BRYANT.EDU/AREASOFSTUDY

You've always considered yourself a "people person." You're fair-minded and have integrity. Often, you're the one who mediates in your group of friends when an argument or debate breaks out.

The Bachelor of Science in Business Administration with a concentration in Human Resource Management at Bryant develops students for managerial positions in that field. All firms now recognize that human capital is a source of competitive advantage in the global marketplace, and having a strong, proactive human resource department is key to success. No longer just involved in hiring and benefits planning, HR is now a major player in an organization's strategic planning. You will develop a complete understanding of all the different human resource functions, and you will complete an internship in the field of human resources. You will participate in a curriculum that will provide you with an understanding of the integrated nature of the discipline and will be prepared for national and international professional certification examinations, including those offered by the Society of Human Resource Management (SHRM).

If you are more interested in HR as a minor, you may now complete a 12-credit minor in Human Resource Management, in which you will explore the different facets, including the legal implications, of managing people in organizational contexts.

ENGAGED LEARNING + APPLIED SCHOLARSHIP

The College of Arts and Sciences and the College of Business at Bryant offer a rigorous academic curriculum, and a depth and breadth of study that encourages students to explore new fields and expand their thinking. In fact, the unique integration of business and liberal arts is a hallmark of a Bryant education—business students study liberal arts and liberal arts students study business. This foundation educates the *whole* student and enhances communication skills; leads to a more comprehensive understanding of global, cultural, and ethical issues; and develops critical thinking and decision-making skills.

Bryant's comprehensive curriculum allows you to develop your intellectual passions and define a clear path for success.

DISTINGUISHED FACULTY

Bryant's faculty are accomplished, passionate educators who are dedicated to helping you develop your intellectual potential. They continually enhance their capabilities through research, publishing, consulting, and community service, and bring this knowledge into the classroom. Our full-time tenured and tenure-track faculty come from prestigious academic programs and have demonstrated a deep commitment to your academic growth. Faculty and staff deliver an extraordinary level of personal guidance that has benefited generations of Bryant students.

PRACTICAL EXPERIENCE

You will learn how to conduct insightful analyses of relevant human resource management issues through classroom and practical experience. HRM concentrators are required to complete an internship in human resources. You will also have opportunities to conduct a research project with a professor, or a directed study with a local firm, providing you with hands-on opportunities for

learning in the field before graduation. You can join the student-run, award-winning Society for Human Resource Management, which promotes the HR profession on campus, brings in guest speakers and provides networking opportunities for the entire Bryant community.

"I like the idea of having a high level of interaction with people throughout different areas of the organization. It is a profession that manages the company's most valuable asset – its people."

Lauren Poniatoski '09, Human Resource Leadership Development Program Participant at Travelers Insurance

PROFESSIONAL SUCCESS

Bryant students graduate with a complete understanding of HR functions such as recruitment, selection, placement, and orientation of employees; training and career development; employment law and labor relations; management of performance appraisal, compensation, and benefit programs; and development of personnel policies and procedures for a domestic and an international workforce. You will be skilled in problem solving, critical thinking, writing, oral communication, listening, general research, organization, and management. You will understand the contemporary issues and challenges in Human Resource Management – including cultural, ethical, global, legal, and political considerations. You will find many opportunities to gain professional success through the Amica Center for Career Education and through alumni mentoring programs, or to succeed in graduate school.

FOR MORE INFORMATION

Learn more at www.bryant.edu/areasofstudy or contact Christopher Roethlein, management department chair, at croethle@bryant.edu.

CURRICULUM REQUIREMENTS

HUMAN RESOURCE MANAGEMENT

BUSINESS CORE REQUIREMENTS	CREDITS	YEAR
Introduction to Business (BUS101)	3	1
Fundamentals of Computer Information Systems (CIS201)	3	1-2
Financial and Managerial Accounting (ACG203, ACG204)	6	1-2
Financial Management (FIN201)	3	2
Management Principles and Practice (MGT200)	3	2
Foundations of Marketing Management (MKT201)	3	2
The Legal Environment of Business (LGLS211)	3	2
Operations Management (MGT301)	3	3
Business Policy (BUS400)	3	4
TOTAL	30	

LIBERAL ARTS CORE REQUIREMENTS

Liberal Arts Seminar (LCS151)	3	1
Introduction to Literary Studies (LCS121)	3	1
Microeconomic Principles (ECO113)	3	1
Macroeconomic Principles (ECO114)	3	1
Mathematical Reasoning I & II (MATH105, MATH106)	6	1
Statistics I (MATH201)	3	2
Humanities Survey Courses	6	1-2
TOTAL	27	

FOUNDATIONS FOR LEARNING (FFL101)	1	1
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LIBERAL ARTS DISTRIBUTION REQUIREMENTS – MODES OF THOUGHT

Social Science Mode of Thought	6	1-4
Historical Mode of Thought (Upper Division)	3	3-4
Literary Mode of Thought (Upper Division)	3	3-4
Scientific Mode of Thought (Include one lab science) (One science course must be taken at the 300 or 400 level)	7	1-4
Cultural Mode of Thought	3	1-4
TOTAL	22*	

*19 net credits – 3 credits from the required liberal arts minor may be applied to this distribution

LIBERAL ARTS ELECTIVE	3	1-4
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LIBERAL ARTS MINOR REQUIREMENT	CREDIT	YEAR
Selection is made from a variety of liberal arts disciplines (Some minors require more than 12 credits)	12	1-4

HUMAN RESOURCE MANAGEMENT CONCENTRATION

Human Resources Management (MGT312)	3	3
Employment Relations (MGT464)	3	4
Internship: Human Resource Management* (MGT450)	3	4
Human Resource Management Electives	9	3-4

[At least one (1) course from the following 300 level electives]

Global Dimensions of Human Resource Management (MGT358)
Compensation Management (MGT380)

[At least one (1) course from the following 400 level electives]

Human Resource Development (MGT451)
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Management Seminar: Strategic Human Resource Management (MGT475)

[If needed, an additional course can be taken from the lists above or below to meet the six (6) course requirement.]

Organizational Behavior (MGT302)
Diversity in a Global Environment (MGT357)
Power and Influence (MGT463)
Labor Economics (ECO463)
Management Seminar: Leadership (MGT475)
Team Building and Conflict Resolution (MGT476)

*Can be waived at the discretion of the department chair and substituted by an approved elective.

TOTAL	18
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OPEN ELECTIVES	12	1-4
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TOTAL DEGREE REQUIREMENTS	122 CREDITS
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