

MINOR IN HUMAN RESOURCE MANAGEMENT

The Human Resource Management (HRM) minor equips students with the essential skills and knowledge needed to thrive in the dynamic field of human resources. As a critical function in any successful organization, HR professionals manage key areas such as staffing, employee development, compensation, and workplace policies. This minor provides a focused introduction to HR systems and practices, preparing you for a wide range of roles in small, medium, and large organizations across the public and private sectors.

Through this minor, you'll learn how to effectively manage people and workplace environments, ensuring that employees are engaged, motivated, and aligned with organizational goals. You'll gain practical skills in talent management, employment law, compensation, labor relations, and training and development.

Whether you aspire to become a recruiter, compensation specialist, HR manager, or training coordinator, this minor will help you develop the competencies employers seek. Plus, you'll be prepared to pursue SHRM-CP and SHRM-SCP certifications, which are highly valued by HR professionals and can boost your career prospects.

If you're passionate about fostering talent, addressing complex workforce issues, and driving organizational effectiveness, the HRM minor offers a strategic way to complement your major and advance your career in human resources.

Program Learning Outcomes

1. Create, implement and manage policies that ensure equitable treatment of all employees.
2. Manage employee talent, ensuring that the right people are hired for the right positions at the right time.
3. Apply legal frameworks governing HR practices within organizations.
4. Design, analyze, and manage compensation and benefits programs.
5. Design, implementation and evaluate employee training programs that align with organizational needs.
6. Apply an ethical decision-making framework to analyze employment-related dilemmas (e.g., AI use).
7. Apply negotiation strategies in organizational settings—such as pay discussions, conflict resolution, and cross-cultural teamwork.

Minor in Human Resource Management – 18 units

- A minimum of 6 upper-division units are required to complete the minor.
- All coursework used to satisfy the requirements of the minor must be completed with a minimum grade point average of 2.0.
- Only one course may be taken credit/no credit (CR/NC)

Core (12 units)

Code	Title	Units
MGMT 405	Introduction to Management and Organizational Behavior	3
MGMT 610	Human Resource Management	3

MGMT 614	Fundamentals of Recruiting	3
MGMT 640	Managing Diversity in the Workplace	3

Electives (6 units)

Select one course from each Elective Group:

Code	Title	Units
Elective Group A:		3
MGMT 616	Compensation, Benefits, and Performance Management	
MGMT 655	Seminar in Emerging Issues in Management	
MGMT/IBUS 659	Introduction to International Business Negotiation	
Elective Group B:		3
BUS 440	Ethics at Work: Business Impacts	
LABR/ECON 511	Collective Bargaining	
LABR/SOC 552	Comparative Employment Relations	
LABR/SOC 555	Labor Rights in the Global Economy	