

Majoring in. . . .

## Human Resource Management

### Description of Human Resource Management

#### **What is human resource management?**

Human resource management is a major functional area of all businesses and includes employee recruitment and selection, training and development, employee relations, compensation and benefits, performance evaluation, and human resource planning

#### **What do human resource management majors study?**

Students study a broad overview of the educational and professional aspects of human resource management.

#### **What skills are important for human resource management majors?**

Human resource management majors are detail-oriented and enjoy working with people. These students should have:

- effective written and oral communication skills
- familiarity with computer concepts and applications
- above average quantitative skills
- fundamental knowledge of economics and social sciences

## **What else do human resource management majors study?**

Human resource management students take a variety of liberal arts and professionally-oriented courses to develop knowledge and skills that can be applied in both personal and professional settings.

Liberal arts courses provide a background to strengthen: problem solving; written, oral, and interpersonal communication; quantitative, analytical, and reasoning skills. These skills are also considered very important for success in the workplace.

## **Course Requirements**

**General education:** The School of Business requires 63 credit hours in the business foundation, including general education courses selected from the disciplines of the natural sciences, human behavior, institutional studies, literature, philosophy, language, and the arts, in addition to the following general requirements:

ENGL 101 & 200 Writing and Rhetoric Workshop  
ECON 210-211 Principles of Economics  
MGMT 171 Math Applications for Business  
MGMT 212 Calculus for Business  
SPCH 121 or 321 Speech or Speech for Business  
ACCT 203-204 Introduction to Accounting

**Major courses:** The advanced program includes 30 credits in the advanced business core and 27 credits in major courses.

The advanced business core includes:

- Business Statistics
- Business Information Systems
- Introduction to Marketing
- Organizational Behavior
- Productions/Operations Management
- Financial Management
- Legal Environment of Business
- Organizational Communication
- Managerial Economics

- Strategic Management

Human resource management majors may take courses such as:

- Human resource management
- Compensation management
- Strategic human resource management
- International human resource management
- Human resource development
- Employee benefit planning

### **Careers in Human Resource Management**

The human resource management major provides a good background for entry to any number of occupations. Some of these careers include:

- Compensation Analyst
- Employee Benefits Specialist
- Employment Interviewer
- Employment Recruiter
- Human Resource Assistant
- Human Resource Manager (small organization)
- Training and Development Specialist

### **Graduate Study**

Graduate study is not a requirement for entry level positions. However, many students pursue a Master of Business Administration (MBA) or Master of Science degree in human resource management/industrial relations.

## Next Steps

If you are interested in learning more about becoming a human resource management major at VCU, consider doing each of the following things. Check them off as you complete each step.

- Take an introductory human resource management course.
- Read about the human resource management major in the *Undergraduate Bulletin*.
- Review the human resource management major graduation worksheet with an advisor.
- Talk to one or more upper-level human resource management students about their major.
- Discuss the major with one or more human resource management professors.
- Go to the Career Center to read about careers  
And explore internship opportunities in human resource management.
- Go to the VCU bookstore and browse  
in the management textbook section for books on Human Resources.
- Visit [www.bus.vcu.edu](http://www.bus.vcu.edu) for more information  
about the study of human resource management.
- Check out the Society for Human Resource  
Management (SHRM) student programs website

at <http://shrm.org/students/> and learn more about VCU's chapter of this organization at [http://www.bus.vcu.edu/usib/student\\_org.html](http://www.bus.vcu.edu/usib/student_org.html)

- Learn more about professional certification at the Human Resource Certification Institute's website at <http://www.hrci.org/>

# Virginia Commonwealth University

## School of Business

Business Building, Room 3119  
1015 Floyd Avenue  
P.O. Box 844000  
Richmond, VA 23284

Phone: (804) 828-3710

School of Business website:

[www.bus.vcu.edu](http://www.bus.vcu.edu)



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