Student ID:_____

Student Name:_____

Adviser Name:_____

Catalog: 2023-2024 Undergraduate Catalog

Program: Human Resources, B.A.

Minimum Credits Required:_____

Human Resources, B.A.

The 120 credit hour Bachelor of Arts degree in Human Resources allows students to develop advanced management and human relationship skills needed for obtaining successful careers in managing human capital. Jobs in human resources require skills in leadership, training and development, and organizational management. The program will prepare students with a liberal arts core that develops critical thinking and communication skills and helps specialize the students' abilities in talent development, management, and employee advocacy. Avila's Bachelor of Arts in Human Resources is aligned with the competencies outlined by the Society for HR Management (SHRM).

Core Curriculum: 38 - 51 credit hours

Please review the Core Curriculum page for course options.

Required Core Courses

Students in the Human Resources degree must take the following liberal arts core requirement regardless of whether the core is otherwise met:

Liberal Arts, Social Science

- PY 101 General Psychology (3)

Human Resources Major (51 - 54 credit hours)

Course Name	Term Taken	Grade	Gen Ed
AC 201 - Principles of Accounting I (3)			
AC 202 - Principles of Accounting II (3)			
BL 305 - Legal Aspects of Business I (3)			
CS 210 - Navigating the Digital Society (3)			
EC 240 - Statistical Analysis (3)			
EN 112 - Composition II: Rhetorical Argument (3) (unless taken for Core credit)			
FI 330 - Finance (3)			
HR 224 - Psychology of Communication (3)			
HR 323 - Human Resources Management (3)			
HR 335 - Staffing Design (3)			
HR 346 - Employment Law (3)			
HR 411 - Global Human Resources Management (3)			
HR 421 - Compensation & Benefits (3)			
HR 479 - Training & Development (3)			
HR 499 - Strategic Human Resources Planning (3)			
MG 321 - Management (3)			
MG 322 - Organizational Behavior & Development (3)			
MK 310 - Marketing (3)			

Electives (minimum of 22 credit hours)

Technology Requirement

Computer competency will be demonstrated by successful completion of CS 210 within the major.

Program Requirements

Fulfill all the requirements for a degree as stated in this catalog. Students must achieve a minimum grade of "C" in all courses required for the major.

Outcomes

In addition to the university-wide outcomes, all graduates from the School of Innovation will demonstrate the following outcomes:

Outcome 1.

Develop and analyze innovative solutions for problems using critical and creative reasoning. (EC 202/EC 203, EC 240, MG 321, MG 322)

Outcome 2.

Demonstrate the ability to clearly communicate in professional settings using effective interpersonal, teamwork, cultural, presentational, and writing skills. (CO 212, CO 312, CO 321)

Outcome 3.

Demonstrate an understanding of ethical frameworks and theories and how to apply them in professional situations. (BL 305, CO 212, CO 321)

Outcome 4.

Demonstrate the ability to use technology in managing organizations. (CS 210, EC 240)

Human Resources Outcomes

Graduates for the Bachelor of Arts degree in Human Resources will be able to:

Outcome 1.

Identify the various ways of structuring compensation for employees. (HR 421)

Outcome 2.

Understand the types of benefit packages, what they are designed to do and how they affect organizational processes. (HR 421)

Outcome 3.

Understand principles of staffing design and the role of training and development. (HR 335, HR 479)

Outcome 4.

Recognize the impact of labor relations and employment law and how it is applied. (HR 346)

Outcome 5.

Explain international Human Resources functions. (HR 499)

Outcome 6.

Conduct performance reviews. (HR 335)

Outcome 7.

Write a Human Resources plan and understand the role of Human Resources in organizational structure. (HR 499)

Assessment

Summative outcomes for the Human Resources major in the School of Innovation are assessed through a written strategic human resources plan and an oral presentation of that plan to outside professionals in the capstone course. (HR 499) In addition to the two Human Resources outcomes, the four School of Innovation outcomes are assessed through the Human Resources plan as well. The Summative assessment occurs yearly. Formative outcomes are assessed in individual courses as students move through the program. Each year data is gathered for two of the seven outcomes. After four years, faculty review both formative and summative data results for all Human Resources outcomes at once.

Notes: