SOUTHWESTERN COLLEGE

PROFESSIONAL STUDIES

HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT

Undergraduate Degree

The Southwestern College human resource management and development program prepares learners in the field of HR for careers that have increased in importance in recent decades. The program will prepare you for a range of HR careers with courses including recruiting workforce talent, compensation and benefits, and performance talent – all taught by HR experts who bring real experience to the online classroom. Learners enjoy a flexible curriculum with six-week online classes that can be taken day or night as they fit into your hectic schedule!

Applied Learning
Hands-on experience through real-life scenarios and projects

Credit Awarded From
- Prior college
- Military
- Work/Life Experience
- Exams (CLEP, DSST)

Flexible
Six-week online classes

Expert Instruction
Learn from practicing professionals

About Southwestern College

Southwestern College Professional Studies offers practical online degree programs focused on an enhanced learner experience, provided by a regionally accredited, 130+ year old non-profit institution. Each learner can expect: hands-on counselors to help you navigate your program requirements; generous transfer credits to reduce your overall cost and time to completion; progressive, nationally recognized programs; accessible student resources to minimize the stress of degree completion; and small class sizes with experienced, practicing faculty to facilitate interaction and ensure your academic success.

Core Major Requirements

- HRD 301 — Principles of Human Resource Management and Development
- HRD 310 — Legal and Regulatory Environment Of Human Resources
- HRD 321 — Compensation and Benefits
- HRD 324 — Performance Management
- HRD 335 — Understanding Personnel Characteristics and Group Dynamics
- HRD 420 — Developing Workforce Talent for Current and Future Roles
- HRD 430 — Recruiting Workforce Talent for Current and Future Roles
- HRD 440 — Human Resource Information Systems
- BSAD415 — Negotiation and Conflict Resolution
- ISM 465 — Data Acquisition and Analytics
- ISM 475 — Data Visualization and Reporting
- OMGT444 — Project Management
- HRD 497 — Human Resource Management and Development Capstone

Required Prerequisites

- HUM 201 — Ethics
- MASC110 — Statistics and Probability

Recommended Electives

- ACCT325 — Managerial Accounting
- BSAD394 — Marketing
- COT 330 — Microsoft Office Applications
- HRD 323 — Financial for Non-Financial Managers
- OMGT320 — Managing Group Dynamics

General Education Requirements

Basic Skills

- CORE110 — Information Literacy
- ENGL101 — Composition 1
- ENGL102 — Composition 2
- COM 125 — Speech
- MASC110 — Statistics and Probability or MASC115 College Algebra

Ethical Reasoning

- HUM 201 — Ethics

Disciplinary Perspectives

- Natural Science (3 or more credit hours)
- Social Science (3 or more credit hours)
- Humanities (3 or more credit hours)
- The Arts (3 or more credit hours)
- Other Cultures (3 or more credit hours)

Ethical Reasoning

- HUM 201 — Ethics

Disciplinary Perspectives

- Natural Science (3 or more credit hours)
- Social Science (3 or more credit hours)
- Humanities (3 or more credit hours)
- The Arts (3 or more credit hours)
- Other Cultures (3 or more credit hours)

Capstone

- CAPS495 (Senior capstone or major capstone course - 3 credit hours)

Graduation Requirements

1. Complete all foundation and major courses with an overall GPA of 2.0
2. Complete a minimum of 124 credit hours, with at least 60 hours at a bachelor's degree-granting institution
3. Complete at least 30 credit hours with a C average or above from Southwestern College

Program Description

In an increasingly competitive environment, organizations must compete for resources that include human capital. Roles associated with human resource management and talent development have increased in importance in recent decades with some elevated to key strategic management functions. Those seeking a comprehensive and relevant foundation for a career in human resources have the opportunity in the Human Resource Management and Development (HRMD) program to integrate knowledge of contemporary theory, concepts, and practice, and develop relevant skills in demand by employers. The program provides knowledge and skills that encompass topics such as performance management, compensation and benefits, developing and recruiting workforce talent, human resource information systems and technologies, human resource analytics, ethical and legal issues in human resource management, and negotiation and conflict resolution. Empowered with success in the program and understanding the strategic importance of human resources to the organization, the HRMD graduate will be on the cutting edge and prepared for professional advancement in the field.

Admission Requirements

1. Applicants must be graduates of an accredited high school or have completed a GED®
2. Minimum GPA of 2.0

All degree requirements are subject to change. Please see the Southwestern College Catalog for the most current degree requirements. All course descriptions can be found online at ps.sckans.edu