

Human Resource Management

Program

College of Business

Major

Minor

Human Resource Management Major

The major in Human Resource Management develops students who understand human behavior in organizations and how employees represent an asset that must be leveraged to generate organizational value.

With strong social awareness, students in this major learn how to handle various human resources management functions to implement organizational strategies with a critical understanding of professional practices in human resource management that are recognized internationally.

With theoretical foundation and hands-on practical experience, students learn the functional aspects of human resource management such as HR planning, compensation, recruitment, training and development, career planning, and performance management while emphasizing the integration of Human Resource management and organizational strategic planning process.

Our study plan covers topics that ensure the development of leadership skills to implement organizational effectiveness and manage organizational change.

Throughout their study, our students will have the opportunity to engage with HR professionals through departmental events and external networking opportunities.

Major Core Courses

Human Resource Management major must complete all the courses below.

Item #	Title	Credits
MGT 350	Human Resources Management	3
MGT 360	Employee learning and development	3
MGT 370	Human Resource Planning, Recruitment and Selection	3
MGT 373	Negotiation	3
MGT 383	Organizational Leadership	3
MGT 390	Total Reward Management	3
MGT 393	Managing Organizational Change	3
MGT 443	Comparative Management	3
MGT 499/HRM 498	COOP Training Internship	12

Notes: Students on old study plans ([MGT 360](#)) will need to complete [OPM 340](#) as a common core course instead of MGT 360, ([MGT 390](#)) may choose to complete a Business elective (MGT 360 and MGT 390 may also be chosen as Business electives), ([HRM 498](#)) will need to complete HRM 499, which is 9 credit hours.

Human Resources Management Minor

Minor Courses

Students from other majors can add a minor in HRM and must complete the following courses.

Item #	Title	Credits
MGT 350	Human Resources Management	3
MGT 370	Human Resource Planning, Recruitment and Selection	3
MGT 373	Negotiation	3
MGT 383	Organizational Leadership	3
	ONE course from the following list	3

Students majoring in EFB (Entrepreneurship and Family Business) must complete a replacement course for [MGT 373](#) as recommended by the department chair.

Study Plan (Major in Human Resource Management)

Fall (Year 1)

Item #	Title	Credits
ARB 101	Arabic Language I	2
ISL 101	Islamic Studies I	2
ENG 101	Freshman English 1	3
MAT 100	Pre-calculus	3
OPM 101	Introduction to Computing	3
ECO 101	Microeconomics	3
COB 100	Student Orientation and Academic Success	1

Students on old study plans are not required to complete [COB 100](#).

Spring (Year 1)

Item #	Title	Credits
ARB 112	Arabic Language II	2
ISL 112	Islamic Studies II	2
ENG 112	Freshman English II	3
MAT 111	Business Calculus	3
ECO 102	Macroeconomics	3

Fall (Year 2)

Item #	Title	Credits
OPM 211	Business Statistics	3
MGT 201	Business Communication	3
MGT 210	Business Ethics	3
FIN 201	Principles of Finance	3
ACC 202	Introduction to Management Accounting	3
	Natural Science - I	3

Spring (Year 2)

Item #	Title	Credits
MKT 201	Principles of Marketing	3
OPM 230	Management Information Systems	3
MGT 230	Organizational Behavior	3
MGT 350	Human Resources Management	3
OPM 330	Quantitative Methods for Business	3
	Social Science - I	3

Fall (Year 3)

Item #	Title	Credits
MGT 301	Business Law	3
MGT 360	Employee learning and development	3
MGT 373	Negotiation	3
MGT 383	Organizational Leadership	3
	Business Elective - I	3
	Natural Science - II	3

Students on old study plans need to complete [OPM 340](#) instead of [MGT 360](#).

Spring (Year 3)

Item #	Title	Credits
BAN 310	Business Analytics and Visualization	3
MGT 370	Human Resource Planning, Recruitment and Selection	3
MGT 390	Total Reward Management	3
MGT 393	Managing Organizational Change	3
	Social Science - II	3

- [BAN 310](#) used to be OPM 460. Also fine if a student completed OPM 460.
- Students on old study plans may choose a third business elective instead of [MGT 390](#).

Fall (Year 4)

Item #	Title	Credits
MGT 490	Strategic Management	3
MGT 443	Comparative Management	3
	Business Elective - II	3
	General Elective - I	3
	General Elective - II	3
MGT 300	Executive Lecture	1

Spring (Year 4)

Item #	Title	Credits
MGT 499/HRM 498	COOP Training Internship	12

Students on old study plans complete HRM 499 which is 9 credit hours.