

Human Resource Management

(Bachelor of Business Administration)

The Human Resource Management major at UW-Green Bay's Cofrin School of Business offers both the General Emphasis and the SHRM-CP Professional Certification Emphasis.

1. General Emphasis:

- This emphasis provides a comprehensive understanding of human resource management principles and practices.
- Students in this track learn the strategic importance of HRM and how it creates value for the organization through all of the major HRM functions: recruitment and selection, employee development, performance management, and compensation and benefits.
- Through courses in employment law and employee relations, students study the complex nature of the employer-employee relationship and develop the knowledge and skills necessary to identify and address the legal, business, and ethical implications of managing people.
- The curriculum is designed to equip students with a broad understanding of people management, business fundamentals, and specialized HRM knowledge.
- Emphasis is placed on developing critical thinking, interpersonal, and evidence-based management skills essential for success in HRM roles.
- The emphasis includes general education courses, introductory-level business courses, HRM-focused upper-level courses, and a capstone course.

2. SHRM-CP Professional Certification Emphasis:

- This emphasis is tailored for students interested in pursuing the Society for Human Resource Management Certified Professional (SHRM-CP).
- In addition to covering the same substantive content as the General Emphasis, this track places specific emphasis on preparing students to take the SHRM-CP exam.
- The capstone experience in this emphasis comprises study of the SHRM Body of Applied Skills and Knowledge through the SHRM Learning System and culminates in students taking the SHRM-CP exam.
- Similar to the General Emphasis, students in this track must meet the same GPA requirements and complete the same core curriculum, with additional focus on exam preparation.

Overall, while both emphases are SHRM Academically Aligned and provide a solid foundation in HRM principles, the SHRM-CP Professional Certification Emphasis offers specialized preparation for those seeking certification.

Entrance and Exit Requirements

Students can add a HRM major at any time with any number of credits through a simple online process. Students should contact their Professional Advisor listed under the Program Advisors on the right-hand side of the SIS to start the process. Students will be required to read and accept an Honor Code (pre-declaration form). For students adding a major offered in the Cofrin School of Business, a faculty mentor who specializes in their program will be listed under their Program Advisors in SIS.

Students must maintain a cumulative GPA of 2.5 to proceed in the course progression. All students must meet this exit requirement to graduate. Students intending to graduate with this major must have a minimum 2.5 cumulative grade point average.

Major Area of Emphasis (<http://catalog.uwgb.edu/archive/2024-2025/undergraduate/programs/human-resource-management/major/>)

Students must complete requirements in one of the following areas of emphasis: (<http://catalog.uwgb.edu/archive/2024-2025/undergraduate/programs/human-resource-management/major/>)

- General (<http://catalog.uwgb.edu/archive/2024-2025/undergraduate/programs/human-resource-management/major/>)
- Professional Certification (<http://catalog.uwgb.edu/archive/2024-2025/undergraduate/programs/human-resource-management/major/>)

Minor

Code	Title	Credits
Required courses:		12
HRM 262	Introduction to Human Resource Management	
HRM 465	Recruitment and Selection	
HRM 466	Employment Law	
HRM 468	Employee Relations	
Elective courses (Choose six credits):		6
COMM 335	Organizational Communication	
COMM 336	Theories of the Interview	
HRM 460	Employee Development and Training	

HRM 467	Compensation and Benefits Planning
HRM 469	Performance Management and Analytics
PSYCH 330	Social Psychology
PSYCH 415	Industrial and Organizational Psychology
PUB ADM 315	Public and Non-Profit Management
PUB ADM 345	Human Resource and Risk Management
HRM 470 & HRM 471	SHRM-CP Prep I and SHRM-CP Prep II

Total Credits
18

Faculty

Vallari Chandna; Professor; Ph.D., University of North Texas, chair

Allen Huffcutt; Professor; Ph.D., Texas AM University

Sampath Kumar; Professor; Ph.D., University of Memphis*

Heather Clarke; Associate Professor; Ph.D., Memorial University

David J Radosevich; Associate Professor; Ph.D., University at Albany, State University of New York*

Md Tarique Newaz; Assistant Professor; Ph.D., Texas Tech University

Aniruddha Pangarkar; Assistant Professor; Ph.D., Texas Tech University

Susan Craver; Assistant Teaching Professor; M.B.A., University of Wisconsin - Madison

Anup Nair; Assistant Teaching Professor; M.B.A., Birla Institute of Technology and Science (India)

Dylan Polkinghorne; Assistant Teaching Professor; M.S., University of Wisconsin - Green Bay