



MANAGEMENT - HR

Degree

Bachelor of Business Administration in Management with a Human Resource Management Specialization

100% Available
ONLINE

93.38% **REPORTED
EMPLOYMENT**
(From 2014-2019)

Is this the major for you? You have the ability to connect with people in both group settings and one-on-one settings. You are both empathetic and strategic, you enjoy discovering and cultivating talent, and you want to be involved in safeguarding the interests of not only the entire organization but also the unique individuals that work there. If you recognize yourself in this description, a Human Resources (HR) Management major might be right for you.

What skills do you need? HR goes beyond standard management to cultivate skills in recruiting, training, negotiation, conflict resolution, and more. You can choose an area of specialization or act as a generalist, with the goal of developing a strong, skillful workforce as an integral member of the management of any organization.

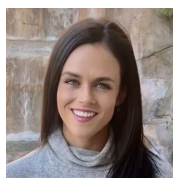
COMPANIES THAT HIRE OUR GRADUATES

- Happy State Bank
- ASARCO
- United/Albertsons
- Computer Services Inc.
- Tyson Foods
- Chick-Fil-A
- Galvanize
- Panhandle Behavioral Health Alliance
- First United Bank

QUALIFY FOR THE SHRM-CP EXAM

The Society for Human Resource Management's Certified Professional (SHRM-CP) Exam is among the most comprehensive competency based certification for HR professionals available. Possessing this universally respected certification can act as a powerful advantage and tool in the field of HR.

SUCCESS STORIES



Madeline Grall

2019 – B.B.A. – Management – HR

Madeline obtained an internship at the ASARCO Copper Refinery through her involvement with SHRM while working toward her bachelor's degree. She is now a Senior Human Resource Business Partner for Evergreen Packaging in Ashville, North Carolina.



Keaton Irons

2018 – B.B.A. – Management – HR

2020 – M.B.A. – General Business

As an undergrad, Keaton was active in the Society for Human Resource Management (SHRM) student org. During graduate school, he earned his SHRM-CP certification and is now a Senior Talent Acquisition Analyst for Xcel Energy in Amarillo, TX.



CAREERS

Human Resource Managers

- Recruitment
- Hiring and Retention
- Consulting
- Oversee Compensation
- Labor Relations
- Negotiate Dispute Resolutions

Human Resource Specialist

- Specialist in performing one or more roles such as
 - Talent Acquisition
 - Training and Development
 - Salary and Benefits
 - Performance Evaluation
 - HR Information Systems
 - Data and Analytics

Training and Development Specialist

- Create and Administer Programs
- Assess Needs and Solutions
- Identify Appropriate Materials
- Coordinate Logistics
- Evaluate Program Effectiveness

Training and Development Manager

- Oversee Training/Development of Staff
- Align Training with Company Goals
- Create and Manage Training Budgets
- Update Training Programs for Relevance
- Teach Training Methods and Skills to Instructors

Dispute Resolution Specialist

- Mediation and Problem-Solving
- Investigate Relevant Information
- Generate Viable Solutions
- Negotiate a Mutually Satisfying Resolution Between Conflicting Parties

Occupational Health and Safety Specialist

- Inspect, Test, and Evaluate Workplace Practices
- Ensure Safety Standards and Government Compliance
- Design and Implement Safety-Enhancing Protocols
- Educate Employers on Best Practices for Health and Safety
- Investigate Incidents and Accidents

SELECTED COURSE DESCRIPTIONS

MGT 4330 - Critical Issues in Human Resource Management

- Issues in Personnel Management
- Best Practices in HR
- Performance Evaluation
- Key Employment Laws

MGT 4380 - Conflict Resolution and Negotiation

- Negotiation Tactics
- Communication Tools
- Conflict Diffusion
- Theoretical Solutions

MGT 4360 - Recruitment and Selection

- Recruitment
- Selection
- Retention
- Tools

MGT 4365 - Training and Development

- Training Design
- Developmental Plans
- Teaching Methods
- Quality Assurance

MGT 4333 - Diversity and Cross Cultural Management

- Stereotype, Prejudice, and Discrimination
- Diversity Management
- Equal Employment Programs and Laws
- Benefits and Challenges of Diversity

MGT 4334 - Compensation Administration

- Salaries and Compensation
- Benefits
- Workplace Morale
- Retention and Satisfaction

*See Management – HR Degree Checklist for a complete list of required courses

Office of Undergraduate Business Programs

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