

HDFS Emphasis in Human Resources

Students interested in exploring a career in Human Resources can create an individualized program that will provide basic skills in this area. Courses should be selected from the areas below. Some of these courses have prerequisites. Students are advised to check for prerequisites when planning their course selection.

Minors in Communications Arts and Sciences (CAS), Labor Studies and Employment Relations (LER) or Psychology (PSY) can also be good ways to achieve a basic understanding of this area. Suggested minor programs can be found below.

Suggested Areas and Courses for Creating an Individualized Emphasis in Human Resources:

As part of their major requirements, students should enroll in the following courses:

HDFS 425: Work as a Context for Human Development (3)

HDFS 445: Development throughout Adulthood (3)

HDFS 495A and B: Internship (9) The internship should be in an appropriate human resources setting.

1. Interpersonal Skills:

Interpersonal skills is an important component of HR. HDFS courses provide a foundation for the theory and application of interpersonal skills. In addition, students may want to select courses from the list below that provide expanded training in interpersonal skills, including a focus on the business context.

CAS 200 (GI) Language, Culture and Communication

CAS 202 (GS) Communication Theory

CAS 203S (GS) Interpersonal Communication (3)

CAS 250 Small Group Communication (3)

CAS 252 Business and Professional Communication (3)

CAS 271 (GI) Intercultural Communication

CAS 452 Organizational Communication Theory and Research (3)

PSY 484: Work Attitudes and Motivation

PSY 485 Leadership in the Work Setting

2. Business Core

These courses provide an introduction to the world of business.

BA 100 Introduction to Business

FIN 100 Introduction to Finance (3)

LER 100: Employment Relations

MGMT 100 Survey of Management

PSY 281GS Introduction to industrial and Organizational Psychology

PSY 485 Leadership in the Work Setting

3. Employee Relations

These courses address specific skills relevant to human resources.

LER424: Employment Compensation

LER 426: Staffing and Training Strategies in Organizations

LER 444: Occupational Health: Policy and Practice

LER 435 Labor Relations in the Public Sector

LER 444: Occupational Health: Policy and Practice

PSY 482: Selection and Assessment in Organizations

4. Legal and Ethical Issues

Select one:

LER 201 Employment Relationship: Law and Policy, or

LER 401 The Law of Labor-Management Relations or

BA 243 Social, Legal and Ethical Environment of Business

5. Internship

The HDFS internship should have an HR focus.

A Human Resources Emphasis in HDFS Using the CAS Minor

The CAS Minor is 18 credits. Recommended courses for an HR emphasis should be selected from the list below. In addition to the minor, students should consider courses from the Business Core, Employee Relations, and Legal and Ethical Issues listed above.

CAS 200 (GI) Language, Culture and Communication

CAS 202 (GS) Communication Theory

CAS 203S (GS) Interpersonal Communication (3)

CAS 250 Small Group Communication (3)

CAS 252 Business and Professional Communication (3)

CAS 271 (GI) Intercultural Communication

CAS 452 Organizational Communication Theory and Research (3)

A Human Resources Emphasis Using the LER Minor

The LER Minor is 18 credits. Supporting courses can be selected from the list on previous pages. In addition to the minor, students should consider courses from the Business Core, Employee Relations, and Legal and Ethical Issues listed above.

Required:

LER 100: Employment Relations (3)

Additional courses: Choose one from

LER 201 Employment Relationship: Law and Policy (3), or

LER 401 The Law of Labor-Management Relations (3)

Supporting courses: 12 credits, of which 3-6 need to be in Labor and Industrial Relations

Relevant LER courses for a human resources emphasis:

LER424: Employment Compensation

LER 426: Staffing and Training Strategies in Organizations

LER 444: Occupational Health: Policy and Practice

LER 435 Labor Relations in the Public Sector.

Other courses can be selected in the supporting courses category from Business Administration, Economics, Management, Psychology, and Sociology, with the approval of the LER Minor Adviser. See the list on previous pages of courses appropriate to human resources.

A Human Resources Emphasis Using the PSY Minor

The Psychology Minor is 18 credits. In addition to the minor, students should consider courses from the Business Core, Employee Relations, and Legal and Ethical Issues listed above.

Required:

Psych 100 Introduction to Psychology

Psych 301W Research Methods (Psychology automatically accepts HDFS 312 W in place of 301W, but a student would need to replace the 3 credits with another psychology course)

Electives: 12 credits, at least 6 of which need to be at the 400 level.

Courses appropriate to a human resources emphasis:

PSY 281GS Intro to Industrial and Organizational Psychology

PSY 482: Selection and Assessment in Organizations

PSY 484: Work Attitudes and Motivation

PSY 485 Leadership in the Work Setting

Additional psychology course (in place of Psych 301W)