The **Human Resource Management** Concentration is designed to prepare students for a career in the HR field. Graduates of the program will possess the basic, technical, theoretical and application skills required for HR positions in industry, government and nonprofit organizations.

What is Human Resource Management?

- HRM includes all management decisions and practices that directly impact or influence the people who work for an organization.
- HRM recognizes that employees enable an organization to reach its goals, and the management of employees (human resources) is critical to organizational outcomes (survival, competitiveness, growth and profitability).

HRM Model





Why Study HRM?
What are HRM's functions and contributions to an organization?

Planning for organizations, jobs and people:

- Strategic HRM
- HR planning
- Job analysis

Acquiring Human Resources:

- Equal Employment Opportunity
- Recruiting
- Selection

Building and Enhancing Performance:

- Human Resource Development
- HR approaches to improving competitiveness

Employee Rewards:

- Performance appraisal
- Compensation and benefits

Maintaining Human Resources:

- Safety and health
- Labor relations
- Organizational exit

Managing Multinational HRM:

- International compensation
- Intercultural issues in training
- Preferences for job characteristics and rewards in different countries
- Training, appraising performance and maintaining expatriates

Job Availability

There is a growing demand for qualified HR Generalists and Specialists. The HR department's responsibilities and contributions to an organization have increased sharply in recent years, evidenced by the emergence of HR executives at the top level of management, alongside CEO's, CFO's and CIO's. The Department of labor (DOL) also specifies that jobs in HR are expected to grow at a rate faster than average. In fact, the DOL notes that more than 820,000 HR jobs were listed in 2005.

Professional Association

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Founded in 1948, the Society has more than 175,000 members in more than 100 countries. The award winning TSU student chapter of SHRM has been active for many years and has the direct support of the Nashville Professional SHRM members. Networking and other opportunities to enhance academic and professional experiences abound. SHRM also offers preparation for the HR Certification Examination.

IN PARTNERSHIP WITH

SHRM®

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

(Shown: SHRM)

Curriculum
Bachelor of Business Administration (BBA) degree with the concentration in Human Resources Management (HRM) requires:

1. General education courses (42 Hours);
2. Business core courses (48 Hours);
3. Human Resource Management (30 Hours);

Business Core Courses
Lower Division
MGMT 1010: Intro to Bus. & Economics
ECON 2010: Principles of Economics I
ECON 2020: Principles of Economics II
ACCT 2010: Principles of Accounting I
ACCT 2020: Principles of Accounting II
ECON 2040: Introduction to Statistical Analysis
BISI 2150: Microcomputer Applications

Upper Division
BISE 3150: Business Communications
BISI 3230: Business Information Systems
BLAW 3000: Legal Environment of Business
FINA 3300: Business Finance
ECON 3050: Quantitative Methods
MGMT 3010: Management and Org. Behavior
MGMT 3020: Operations Management
MKTG 3010: Basic Marketing
MGMT 4500: Business Strategy and Policy

Human Resources Management Concentration
MGMT 3100 Human Resource Management
MGMT 4050 Organization Behavior
MGMT 4100 Performance and Compensation Administration
HRMG 4110 Talent Acquisition
MGMT 4070 Training and Development
MGMT 4190 Employment Law and Labor Relations
MGMT 4250 Leadership
MGMT 4550 Strategic HR Management
Business Elective
One HR elective from:
HRMG 4020 Human Resources Data Analytics
MGMT 4020 Quality Management

The College of Business regular full-time faculty members at TSU are all doctoral qualified, holding PhD's from well-known institutions such as Case Western Reserve University, Georgia State University, Northwestern University, Michigan State University, the University of Arkansas, the University of Texas, and Clemson University.

You can contact our department:

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For more information, please visit:
www.tnstate.edu/businessadmin

Tennessee State University was established in 1912 in Nashville, Tennessee. The University is a comprehensive urban state institution consisting of eight Colleges and Schools.

The College of Business is among the largest academic units on campus, with approximately 1000 undergraduate and graduate students.

TENNESSEE STATE UNIVERSITY
College of Business

Human Resource Management



DEPARTMENT OF BUSINESS ADMINISTRATION
www.tnstate.edu/busadmin

Bachelor of Business Administration (BBA) degree with a concentration in Human Resource Management (HRM) at the College of Business Administration at Tennessee State University (TSU).

The College of Business is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB-International).

AACSB ACCREDITED