

2011-2012 CURRICULUM CHECK SHEET is a guide to the requirements of this major. **It is NOT necessary to take these courses in the order given.** Please consult the online Bulletin for specific details (<http://www.lasierra.edu/academics/bulletin>).

		FALL	WINTER	SPRING
<b>FIRST YEAR</b>	* Business Colloquium (MGMT 219)(.5 units)(register 2 of 3 quarters)	_____	_____	_____
	* Financial Accounting (ACCT 211)(4 units) <i>Prerequisite or Concurrent Registration ENGL 111</i>	_____	_____	_____
	* Managerial Accounting (ACCT 212)(4 units)	_____	_____	_____
	College Writing (ENGL 111, 112, 113) (9 units)	_____	_____	_____
	OR Freshman Seminar in Writing (ENGL 124) (4 units)	_____	_____	_____
	College Algebra (Math 121) <b>AND</b> Calculus I (Math 131) <b>OR</b> a Statistics course (8 units)	_____	_____	_____
	Lifetime Fitness (PEAC 120)(2 units)	_____	_____	_____
	World Language or Ancient Language (Proficiency through 201)	_____	_____	_____
	H Beginning to Seek (UHNR 101)(1 unit)	__X__	_____	_____
	H The Arts (UHNR 115/115L)(4 units)	_____	__X__	_____
H The Scientific Process (UHNR 114/114L)(4 units) <i>Recommended co-requisite: ENGL 112 or 124</i>	_____	_____	__X__	
<b>SECOND YEAR</b>	* Business Colloquium (MGMT 219)(.5 units)(register 2 of 3 quarters)	_____	_____	_____
	* Managerial Statistics (ECON 241)(4 units) <i>Meets Honors Foundational Math</i>	_____	_____	_____
	* Principles of Macro and Microeconomics (ECON 254, 255) (8 units)	_____	_____	_____
	* Operations Research Methods (ECON 444)(4 units)	_____	_____	_____
	* Management & Organizational Behavior (MGMT 304)	_____	_____	_____
	OR Professional Practice Management (MGMT 344)(4 units)	_____	_____	_____
	* Managerial Finance (FNCE 354)(4 units)	_____	_____	_____
	H Seminar in Rhetoric (UHNR 201)(2 units) <i>Pre-requisite: ENGL 113, OR ENGL 124 with a "B" or better</i>	__X__	_____	_____
	H Religious Understandings (UHNR 224)(4 units)	_____	__X__	_____
	H Global Cultures in Context:Theories and Perspectives (UHNR 231)(4 units) <i>Pre-requisite: Language through level 152 (may be taken concurrently)</i>	__SUM__	_____	_____
H Global Cultures in Context:The Experience (UHNR 232)(4 units) <i>Pre-requisite UHNR 231</i>	__SUM__	_____	_____	
Electives	_____	_____	_____	
<b>THIRD YEAR</b>	* Business Colloquium (MGMT 219)(.5 units)(register 2 of 3 quarters)	_____	_____	_____
	* Human Resource Management (MGMT 356)(4 units)	_____	_____	_____
	* Women in Marketing (MGMT 464)(4 units)	_____	_____	_____
	* Business Law I (MGMT 381)(4 units)	_____	_____	_____
	* Business Law II (MGMT 382)(4 units)	_____	_____	_____
	* Major Courses 8 units selected from: MGMT 364, MGMT 487, PSYC 474	_____	_____	_____
	H Changing Communities (UHNR 314/314L)(5 units)	__X__	_____	_____
	H Science and the Future (UHNR 324)(4 units) <i>Pre-requisite: One quarter of calculus or statistics; UHNR 114, 114L</i>	__X__	__X__	_____
	H Honors Community Involvement (UHNR 354)(3 units) <i>Pre-requisite: UHNR 314/314L</i>	_____	__X__	_____
	H Honors Scholarship Colloquium (UHNR 364)(1 unit) <i>Pre-requisite: At least Sophomore standing</i>	__X__	__X__	_____
<b>FOURTH YEAR</b>	* Business Colloquium (MGMT 219)(.5 units)(register 2 of 3 quarters)	_____	_____	_____
	* Leadership and Organizational Effectiveness (MGMT 475)(4 units)	_____	_____	_____
	* Management Internship (MGMT 484H)(4 units)	_____	_____	_____
	* Strategy & Policy for Business & Management (MGMT 491)(4 units)	_____	_____	_____
	H Religious, Moral, and Social Aspects of the Academic Discipline (UHNR 404)(4 units) <i>Pre-requisite: UHNR 364; completion or concurrent enrollment in UHNR 354</i>	_____	_____	__X__
	H Religion and the Future (UHNR 414)(4 units) <i>Pre-requisite: UHNR 224</i>	__X__	_____	_____
	H Seeking, Knowing, and Serving (UHNR 424)(4 units) <i>Pre-requisite: Senior Standing; completion of or concurrent enrollment in UHNR 354</i>	_____	__X__	_____
	H Honors Scholarship Project (UHNR 464)(6-16 units) <i>Pre-requisite: Senior standing; UHNR 364</i>	_____	_____	_____
	Electives to complete 190 quarter units	_____	_____	_____
	* Major Requirements 72 units: 60 core units, 8 Elective units & 4 Colloquium units			
H Honors Courses				

# MANAGEMENT-HUMAN RESOURCE MANAGEMENT/HONORS

*B.A. Degree*

**CAREER OPPORTUNITIES AND RELATED OCCUPATIONS:** Human resource managers typically begin their careers by one of the following routes: (1) an internship program within a human resource department, (2) a general management position that has decentralized human resource responsibilities, or (3) an entry-level position in a human resource department.

Positions are either that of a generalist or a specialist. Generalists cover more than one human resource function, while specialists have in-depth expertise in areas such as employment, recruitment, training and development, benefits and compensation, employee relations, industrial relations, and performance management. Other career options include Human Resource Manager, Hospital Administrator, Consultant, Management Consultant and Mediator.

**JOB OUTLOOK:** The abundant supply of qualified college graduates and experienced workers should create keen competition for jobs. Overall employment of human resources, training, and labor relations managers and specialists is expected to grow faster than the average for all occupations through 2014. In addition to openings due to growth, many job openings will arise from the need to replace workers who transfer to other occupations or leave the labor force.

**EDUCATIONAL QUALIFICATIONS:** Most organizations require applicants to have at least a Bachelor's degree in Business Administration. Because of the diversity of duties and levels of responsibility, the educational backgrounds of human resource managers and specialists vary considerably. Many employers seek college graduates who have majored in human resources, personnel administration, or industrial and labor relations. Other employers look for college graduates with a technical or business background or a well-rounded liberal arts education.

Most prospective human resources specialists should take courses in compensation, recruitment, training and development, and performance appraisal, as well as courses in principles of management, organizational structure, and industrial psychology. Other relevant courses include business administration, public administration, psychology, sociology, political science, economics, and statistics. Courses in labor law, collective bargaining, labor economics, labor history, and industrial psychology also provide a valuable background for the prospective labor relations specialist.

**SALARY:** Annual salary rates for human resource workers vary according to occupation, level of experience, training, location, and size of the firm, and whether they are union members

Median annual earnings of human resource managers were **\$88,510** in 2008  
The middle 50 percent earned between **\$67,710** and **\$114,860**  
The lowest 10 percent earned less than **\$51,810** and  
The highest 10 percent earned more than **\$145,600**

## SOURCES OF ADDITIONAL INFORMATION

*Websites:*

**La Sierra University**

<http://www.lasierra.edu/>

**School of Business**

<http://www.lasierra.edu/sbm/>

*School Contacts:*

**Dean:**

John Thomas, Ph.D.

**Advisor:**

Cheryl Bauman, B. S.

Dulce Pena, J.D.

Elias Rizkallah, Ph.D.

**Location:**

School of Business

951-785-2060

*Professional Organizations:*

Society for Human Resource  
Management

1800 Duke St.

Alexandria, Va 22314

<http://www.shrm.org>

American Society for Training  
and Development

1640 King St.

Box 1443

Alexandria, Va 22313

**Academic Advising  
Center for Student Academic Success  
Sierra Vista Hall, Room 114  
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