



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 |
|---|---|---|--------|--------|
| FIRST YEAR | * Business Colloquium (MGMT 219)(.5 units)(<i>register 2 of 3 quarters</i>) | _____ | _____ | _____ |
| | * Financial Accounting (ACCT 211)(4 units) <i>Prerequisite or Concurrent Registration ENGL 111</i> | _____ | _____ | _____ |
| | * Managerial Accounting (ACCT 212)(4 units) | _____ | _____ | _____ |
| | First Year Seminar (UNST 101/100)(2-6 units) | _____ | _____ | _____ |
| | College Writing (ENGL 111, 112, 113)(9 units) OR (ENGL 124)(4 units) | _____ | _____ | _____ |
| | Math Foundational Studies requirement. Choose from: | | | |
| | MATH 115, 121, 155, CPTG 117(4 units) (MATH 121 recommended, not required) | _____ | _____ | _____ |
| | World Language Foundational Requirement (<i>Proficiency through 153</i>) | _____ | _____ | _____ |
| | Lifetime Fitness (PEAC 120)(2 units) | _____ | _____ | _____ |
| | Theme IC: Globalization, Identity, & Citizenship. <i>Choose 1 course from:</i> | | | |
| | SSCI 104, 105, 106, 107 (4 units) | _____ | _____ | _____ |
| | Theme III: Religious Beliefs and Practice (4 units) | _____ | _____ | _____ |
| | Electives | _____ | _____ | _____ |
| | SECOND YEAR | * Business Colloquium (MGMT 219)(.5 units)(<i>register 2 of 3 quarters</i>) | _____ | _____ |
| * Managerial Statistics (ECON 241)(4 units) | | _____ | _____ | _____ |
| * Principles of Economics (ECON 254 and 255)(8 units) <i>Meets Theme IA</i> | | _____ | _____ | _____ |
| * 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) | | _____ | _____ | _____ |
| Theme IIC: Exploring American Culture. <i>Choose 1: HUMN 204, 205 or 206 (4 units)</i> | | _____ | _____ | _____ |
| Theme III: Religious Beliefs and Practice (4 units) | | _____ | _____ | _____ |
| Theme IVA: Life Science (4 units) | | _____ | _____ | _____ |
| Electives | | _____ | _____ | _____ |
| THIRD YEAR | * Business Colloquium (MGMT 219)(.5 units)(<i>register 2 of 3 quarters</i>) | _____ | _____ | _____ |
| | * Human Resource Management (MGMT 356)(4 units) | _____ | _____ | _____ |
| | * Women in Marketing (MGMT 464)(4 units) | _____ | _____ | _____ |
| | * Business Law I (MGMT 381)(4 units) <i>Meets Theme IA</i> | _____ | _____ | _____ |
| | * Business Law II (MGMT 382)(4 units) <i>Meets Theme IA</i> | _____ | _____ | _____ |
| | * Major Courses 8 units selected from: | | | |
| | MGMT 364, MGMT 487, PSYC 474 | _____ | _____ | _____ |
| | Upper Division Rhetorical Course (MGMT 375)(4 units) | _____ | _____ | _____ |
| | Theme IIA: History & Appreciation of Arts (4 units) | _____ | _____ | _____ |
| | Theme IIB: Historical or Contemporary Culture and Context (4 units) | _____ | _____ | _____ |
| Theme III: Religious Beliefs and Practice. <i>Choose 1 course from: RLGN 304, 305 (4 units)</i> | _____ | _____ | _____ | |
| Theme IVA: Life Science (4 units) | _____ | _____ | _____ | |
| FOURTH YEAR | * Business Colloquium (MGMT 219)(.5 units)(<i>register 2 of 3 quarters</i>) | _____ | _____ | _____ |
| | * Leadership and Organizational Effectiveness (MGMT 475)(4 units) | _____ | _____ | _____ |
| | * Management Internship (MGMT 484H)(4 units) | _____ | _____ | _____ |
| | * Strategy & Policy for Business & Management (MGMT 491)(4 units) | _____ | _____ | _____ |
| | Theme III: Religious Beliefs and Practice (4 units) | _____ | _____ | _____ |
| | <i>Must be in Scripture, Theme IIIC, unless previously taken</i> | | | |
| | Theme IVB: Physical Science (4 units) | _____ | _____ | _____ |
| | Theme IVC: Scientific Foundations: Choose 1 course from: | | | |
| | NSCI 404, 405, 406, 407 (4 units) | _____ | _____ | _____ |
| | Theme V: Senior Seminar: Religion, Values, & Social Responsibility of Business (UNST 404C)(4 units) | _____ | _____ | _____ |
| Electives to complete 190 quarter units | _____ | _____ | _____ | |
| * Major Requirements 72 units: 60 core units, 8 Elective units & 4 Colloquium units 4 units in a major & 8 cognate units can be used to satisfy a University Studies Requirement | | | | |

MANAGEMENT-HUMAN RESOURCE MANAGEMENT

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
(951) 785-2452**



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