

**2006-2007 SAMPLE CURRICULUM:** It may not be necessary to take these courses in the order given. Please consult your advisor about the selection of courses.

		FALL	WINTER	SPRING
<b>FIRST YEAR</b>	Orientation Seminar (UNST 101)	1	-	-
	College Writing (ENGL 111, 112, 113)	3	3	3
	Growing Up in America (SSCI 104) OR Identity and Society (SSCI 105) OR Childhood in Global Perspective (SSCI 106)	-	-	4
	Theme III: Religious Beliefs and Practice	-	4	-
	College Algebra (MATH 121)	4	-	-
	Lifetime Fitness (PEAC 120)	-	2	-
	Modern Language through Intermediate Level (101, 102, 103)	4	4	4
	* Business Colloquium (MGMT 219)	1	-	-
	+ Financial Accounting (ACCT 211)	-	4	-
	+ Managerial Accounting (ACCT 212)	-	-	4
	Elective	4	-	-
		<u>17.0</u>	<u>17.0</u>	<u>15.0</u>
<b>SECOND YEAR</b>	* Managerial Statistics (BUAD 341)	-	4	-
	* Operations Research Methods (BUAD 444)	-	-	4
	* Principles of Economics (ECON 254 and 255)	4	4	-
	* Management & Organizational Behavior (MGMT 304) OR Professional Practice Management (MGMT 344)	4	-	-
	* Business Colloquium (MGMT 219)	1	-	-
	+ Managerial Finance (FNCE 354)	-	4	-
	Exploring American Culture through Literature (HUMN 204) OR Expl. Amer. Culture through Visual and Perf. Arts (HUMN 205)	-	-	4
	Modern Language through Intermediate Level (201)	4	-	-
	Theme III: Religious Beliefs and Practice	-	-	4
	Theme IVA: Life Science	-	4	-
	Electives	4	-	4
		<u>17.0</u>	<u>16.0</u>	<u>16.0</u>
<b>THIRD YEAR</b>	* Business Law I (BUAD 381)	4	-	-
	* Business Law II (BUAD 382)	-	4	-
	* Human Resource Management (MGMT 356)	4	-	-
	* Women in Marketing (MGMT 464)	-	4	-
	* Business Colloquium (MGMT 219)	1	-	-
	* Major Courses 8 units selected from: MGMT 364, MGMT 484, PSYC 474	-	4	4
	Upper Division Rhetorical Course (BUAD 375)	-	-	4
	Adventism in Global Perspective (RLGN 304) OR Religion in Three Cultures (RLGN 305)	-	-	4
	Theme IIA: Arts Appreciation or History	4	-	-
	Theme IIB: Historical or Contemporary Culture and Context	-	4	-
	Theme IVA: Life Science	-	-	4
		<u>13.0</u>	<u>16.0</u>	<u>16.0</u>
<b>FOURTH YEAR</b>	* Strategy & Policy for Business & Management (BUAD 485)	4	-	-
	* Business Colloquium (MGMT 219)	1	-	-
	* Leadership and Organizational Effectiveness (MGMT 475)	-	4	-
	* Management Internship (MGMT 484H)	-	-	4
	Scientific Foundations: Choose one course from the following: NSCI 404, 405, 406, 407	4	-	-
	Religious, Moral & Social Aspects of Business (UNST 404C)	-	4	-
	Theme III: Religious Beliefs and Practice	4	-	-
	Theme IVB: Physical Science	4	-	-
	Electives to complete 190 quarter units	4	8	4
		<u>17.0</u>	<u>16.0</u>	<u>12.0</u>
	* Major Requirements			
	+ Program Prerequisites			

# 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 **\$66,530** in 2004

The middle 50 percent earned between **\$49,970** and **\$89,340**

The lowest 10 percent earned less than **\$39,250** and

The highest 10 percent earned more than **\$118,880**

## 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

#### **Advisor:**

Cheryl Bauman

Prudence Pollard

#### **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

<http://www.astd.org>

Academic Advising  
Administration Building  
Room 206  
(951) 785-2951

LA SIERRA  
UNIVERSITY