

Approved by Department. Last updated 7/1/09

2009-2010 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)	_____	_____	_____
	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. (MATH 121)(4 units)	_____	_____	_____
	World Language Foundational Requirement ( <i>Proficiency through 153</i> )	_____	_____	_____
	Lifetime Fitness (PEAC 120)(2 units)	_____	_____	_____
	Theme IC: Globalization, Identity, & Citizenship. Choose 1 course from: SSCI 104, 105, 106, 107 (4 units)	_____	_____	_____
	Theme III: Religious Beliefs and Practice (4 units)	_____	_____	_____
Elective	_____	_____	_____	
<b>SECOND YEAR</b>	* Business Colloquium (MGMT 219)(.5 units)(register 2 of 3 quarters)	_____	_____	_____
	* Principles of Economics (ECON 254 and 255)(8 units) Meets Theme IA	_____	_____	_____
	* Managerial Statistics (ECON 341)(4 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)	_____	_____	_____
	Theme IIC: Exploring American Culture. Choose 1 course from: HUMN 204, 205 (4 units)	_____	_____	_____
	Theme III: Religious Beliefs and Practice (4 units)	_____	_____	_____
	Theme IVA: Life Science (4 units)	_____	_____	_____
	Electives	_____	_____	_____
<b>THIRD YEAR</b>	* Business Colloquium (MGMT 219)(.5 units)(register 2 of 3 quarters)	_____	_____	_____
	* Business Law I (MGMT 381)(4 units) Meets Theme IA	_____	_____	_____
	* Business Law II (MGMT 382)(4 units) Meets Theme IA	_____	_____	_____
	* Human Resource Management (MGMT 356)(4 units)	_____	_____	_____
	* Women in Marketing (MGMT 464)(4 units)	_____	_____	_____
	* Major Courses 8 units selected from: MGMT 364, MGMT 484, 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. Choose 1 course from: RLGN 304, 305 (4 units)	_____	_____	_____
Theme IVA: Life Science (4 units)	_____	_____	_____	
<b>FOURTH YEAR</b>	* Business Colloquium (MGMT 219)(.5 units)(register 2 of 3 quarters)	_____	_____	_____
	* Strategy & Policy for Business & Management (MGMT 491)(4 units)	_____	_____	_____
	* Leadership and Organizational Effectiveness (MGMT 475)(4 units)	_____	_____	_____
	* Management Internship (MGMT 484H)(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: Religious, Moral & Social Aspects of Business (UNST 404C)(4 units)	_____	_____	_____
	Electives to complete 190 quarter units	_____	_____	_____
	* Major Requirements (60 units)(Electives 8 units)(Colloquium 4 units)	_____	_____	_____

# 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.

Prudence Pollard, Ph.D., 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

<http://www.astd.org>

**Academic Advising  
Center for Student Academic Success  
Sierra Vista Hall, Room 114  
(951) 785-2452**

**LA SIERRA  
UNIVERSITY**