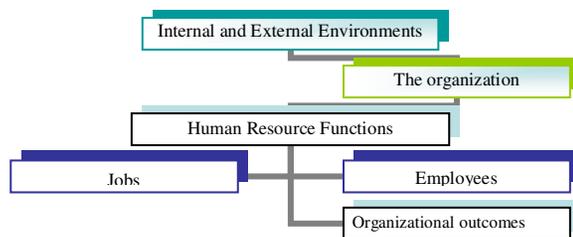


The **Human Resource Management** Concentration is designed to prepare students for a career in the HR field. Graduates of the program will possess the basic, technical, theoretical and application skills required for HR positions in industry, government and nonprofit organizations.

**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, along side 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.



(Shown: SHRM)

## Curriculum

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

1. General education courses (54 Hours);
2. Business core courses (36 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: Statistical Analysis I

### 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 4020 Quality Management  
MGMT 4030 Human Resource Management  
MGMT 4050 Organization Behavior  
MGMT 4100 Performance and Compensation Administration  
MGMT 4110 Recruitment and Selection  
MGMT 4070 Training and Development  
MGMT 4190 Employment Law and Labor Relations  
MGMT 4250 Leadership  
MGMT 4550 Strategic HR Management  
Business Elective

The College of Business regular full-time faculty members at TSU are all doctorally 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.

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For more information, please visit:

<http://www.tnstate.edu/businessadmin/>

Tennessee State University was established in 1912 in Nashville, Tennessee. The University has grown to an enrollment of more than 9,000 students and is a comprehensive urban state institution consisting of seven Colleges and Schools.

The College of Business is among the largest academic units on campus, with 1,400 undergraduate and more than one hundred graduate students.



## Human Resource Management



## DEPARTMENT OF BUSINESS ADMINISTRATION

[www.tnstate.edu/busadmin](http://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 at TSU is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB-International). Among undergraduate business schools in the U.S. today, only about 25% are AACSB accredited.



