

HUMAN RESOURCE MANAGEMENT - MINOR

Ambassador Crawford College of Business and Entrepreneurship
Department of Management and Information Systems
www.kent.edu/business/mis

Contact Information

- Program Coordinator: **O. Felix Offodile** | foffodil@kent.edu | 330-672-1141
- Speak with an Advisor

Fully Offered

- **Delivery:**
 - In person
- **Location:**
 - Kent Campus

Description

The Human Resource Management minor focuses on the competitive advantage derived from the more effective use of human resource management policies, practices and procedures. The minor is relevant to a variety of students who want to learn to better manage a company's human resources in many positions after graduation, including line managers who need to implement human resource policies as they hire and manage the performance of their employees; entrepreneurs who need a fundamental knowledge of human resources management to run their companies more effectively; and members of not-for-profit organizations who need to understand the basics because they rarely are able to hire human resources staff.

The Human Resource Management minor covers a range of topic areas taught from both theoretical and applied perspectives. Students are exposed to a wide array of human resource functional areas, including staffing, performance management, training, compensation, human resource information systems and employer-employee rights and responsibilities.

Admission Requirements

Admission to a minor is open to students declared in a bachelor's degree, the A.A.B. or A.A.S. degree or the A.T.S. degree (not Individualized Program major). Students declared only in the A.A. or A.S. degree or the A.T.S. degree in Individualized Program may not declare a minor. Students may not pursue a minor and a major in the same discipline.

To declare the Human Resources minor, students must have a minimum 2.000 overall Kent State University GPA. No Kent State University GPA is required if the student is a first-semester freshman or transfer student admitted in good standing.

Program Learning Outcomes

Graduates of this program will be able to:

1. Demonstrate effective human resource management and leadership ability when presented with a human resource-related dilemma or opportunity.

2. Create and communicate value for all stakeholders in the organization.
3. Demonstrate understanding of legal issues related to human resource management.

Program Requirements

Minor Requirements

Code	Title	Credit Hours
Minor Requirements		
HRM 34180	HUMAN RESOURCE MANAGEMENT	3
MGMT 24163	PRINCIPLES OF MANAGEMENT	3
MGMT 34165	DYNAMICS OF LEADERSHIP	3
or MGMT 34175	LEARNING TO LEAD	
or MGMT 34185	INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS	
Minor Electives, choose from the following:		9
HRM 44091	SEMINAR IN HUMAN RESOURCE MANAGEMENT	
HRM 44183	DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS	
HRM 44185	STAFFING HUMAN RESOURCES	
HRM 44499	HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR)	
HRM 44660	PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS	
HRM 44763	HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS	
Minimum Total Credit Hours:		18

Graduation Requirements

Minimum Minor GPA	Minimum Overall GPA
2.000	2.000

- Students should plan on four semesters to complete this minor due to sequencing and availability of courses.
- Students may not pursue a minor and major in the same discipline.
- Minimum 6 credit hours in the minor must be upper-division coursework (30000 and 40000 level).
- Minimum 6 credit hours in the minor must be outside of the course requirements for any major or other minor the student is pursuing.
- Minimum 50 percent of the total credit hours for the minor must be taken at Kent State (in residence).