DIFFERENCE MAKERS
Become One at VCSU

MAJOR
Human capital is a core competency of businesses today. Hence, strategic human resource management is essential to all firms to remain competitive. The Human Resources Management Concentration prepares graduates for employment with the skills needed for analysis of the core areas within human resource development, ethics, compensation and benefits, corporate training, employment planning, communication and interviewing, and organizational behavior to give the student a broad understanding of the field. The curriculum seeks to provide a comprehensive understanding of human behavior and the skills necessary to function as a human resource professional.

PRACTICAL EXPERIENCE
Business internships are available for students who lack previous employment experience. The Department offers students a variety of non-traditional learning experiences. Students may earn credits in an internship program that provides supervised training in regional areas. An internship can be a part of a student’s academic program and can take place any semester, any place and for any number of credits from 3 to 12. Student interns gain hands-on workplace experience to build resumes, become better prepared to enter a specific career field, network with professionals in the career field of interest, and may gain a full-time position.

TESTIMONIAL
“I will never forget all of the valuable experiences I gained while studying in the Business Administration program at VCSU. As a student that had a hard time choosing between the many different concentrations within Business Administration, I always felt very welcomed and free to explore my areas of interest. The small student to teacher ratio really helped me to make great connections with my instructors and gain a sense of community within the university. The DECA organization also gave me many opportunities to practice my knowledge in a practical manner, make connections with fellow students, and even travel for competitions. All of these factors combine to create an experience that I think is very unique to VCSU. At VCSU, you are more than just a number, you are a unique individual, and that has made the biggest difference in my life.

-Erin Edinger, 2014 Graduate

TECHNOLOGY TRAINING
VCSU has entered into an agreement with SAP, a leading, worldwide provider of Enterprise Resource Planning (ERP) software, to join the SAP University Alliances Program. The program allows VCSU faculty to incorporate SAP software into its business and information technology coursework, giving students hands-on experience with popular application software and adding immediate value to their skills in the marketplace. SAP is a provider of collaborative business solutions for all types of industries and for every major market. Serving more than 41,200 customers worldwide, SAP is the world’s largest business software company and the world’s third-largest independent software provider overall.

TECHNOLOGY
• Notebook computers with multimedia capabilities
• Digital cameras, video cameras, and other peripherals
• Blackboard online learning environments

ORGANIZATIONS
• Collegiate DECA - The mission of Collegiate DECA is to serve its diverse international membership as a professional organization, providing leadership and career-oriented opportunities to develop and enhance tomorrow’s leaders. Collegiate DECA provides a natural outlet for leadership, competition, networking, and community service. DECA students at VCSU take part in leadership and competitive conferences on state and international levels.

CAREER SERVICES PROVIDES
• Career, job search, placement services free to all students
• Field trips, employer on-campus visits
• Information, networking opportunities and skill development
Visit www.vcsu.edu/careerservices/

CAREER OPPORTUNITIES
Human Resources Manager, Human Resources Generalist, Staffing Coordinator, Corporate Trainer, Recruiter, Administrator, Compensation/Benefits Specialist, Manager
Business Administration - Human Resources Management Concentration

Composite Major

MAJOR
Students who successfully complete the human resource concentration demonstrate a fundamental knowledge of the evolving workplace and how the work force continues to present employers with challenges - skills shortages, family considerations and diversity issues. Human capital is a strategic force in any organization's success. To stay competitive in the global competition for talent, organizations rely on human resource managers to develop employees' skills, increase productivity and build job satisfaction. The human resource concentration prepares students for entry level positions such as staffing recruiter, HR generalist, HR assistant, compensation analyst, or payroll specialist.

LEARNING OUTCOMES
1. Synthesize information regarding the effectiveness of recruiting methods and the validity of selection procedures, and make appropriate staffing decisions. (Problem Solving)
2. Properly interpret salary survey data and design a pay structure with appropriate pay grades and pay ranges. (Problem Solving)
3. Evaluate a company's implementation of a performance based pay system. (Problem Solving)
4. Demonstrate knowledge of employee benefit concepts, plan design, administrative considerations and regulations governing employee benefit practices. (Collaborative)
5. Align HR systems with the strategic business objectives of a firm. (Global Awareness)
6. Demonstrate an ability to communicate effectively and professionally in a wide variety of work interactions. (Communication)

ABILITIES
Collaboration To work together to reach a common goal.
Communication To convey thoughts, ideas, data, information, and messages effectively.
Global Awareness To look beyond one's immediate self and local community.
Problem Solving To select and use appropriate and effective approaches and tools in solving a wide variety of problems.
Technology Use technological tools and processes to improve learning, productivity, and/or performance.

For degree and graduation requirements see pages 39-40.

Required Courses 50 Hours
ACCT 200 Elements of Accounting I 3
ACCT 201 Elements of Accounting II 3
ACCT 315 Business in the Legal Environment 3
ACCT 321 Financial Reporting & Analysis I 3
BOTE 314 Business Reports & Communication 3
BOTE 336 Business Data Solutions 3
BOTE 337 Authoring Digital Publications 3
BUSI 249 Business Professional & Emerging Leaders 1
BUSI 491 Senior Project 1
ECON 261 Business Statistics 3
FIN 375 Business Finance I 3
MGMT 330 Principles of Management 3
MGMT 350 Operations Management 3
MGMT 370 Business Ethics 3
MGMT 460 International Business 3
MGMT 480 Strategic Planning 3
MGMT 485 Entrepreneurship 3
MRKT 305 Principles of Marketing 3

Human Resource Management 18 Hrs
COMM 304 Corporate Communication 3
MGMT 335 Diversity in the Workplace 3
MGMT 340 Human Resource Mgmt 3
MGMT 426 Comp & Benefits Admin 3
MGMT 427 Recruiting and Selections 3
MGMT 430 Organizational Behavior 3

Electives/Internship 12 Hrs
Students are strongly encouraged to select a Business Internship and/or courses outside the Department of Business.

Total General Education 39 Hours
Total Major Requirement 68 Hours
Total Credits Needed to Graduate 120 Hours

Department Chair
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