

HUMAN RESOURCE MANAGEMENT BACHELOR OF ARTS DEGREE

In today's world, the role of Human Resource Management continues to be an extremely important one. The strategic approach to the effective management of people in a company must be handled diligently in order to assist the business gain a competitive advantage.

According to Aberdeen (2016), companies that have a formal engagement strategy in place are 67% more likely to improve their revenue per full-time equivalent on a year-over-year basis. As a result, HR practitioners have to be the drivers of change for the optimal use of human resources. Therefore, HR practitioners must not only provide information to HR specific matters but they need to continuously showcase how they add value to the other areas of the organization.

HR practitioners must also be mindful as to how they impact and transform the lives of workers (personally and professionally) within an organization while remembering they have a responsibility to maintain integrity and confidentiality within the profession.

PROGRAMME OUTCOME

- Provide students the opportunities to develop competencies needed in the management of HR
- Equip students with tools needed to create and sustain a productive and motivated workforce and to assess the factors that contribute to a favorable work environment
- Allow students to examine current issues and trends in the HR field and develop strategies to ensure the organization's competitive advantage
- Enable students to obtain and interpret research data to support the organization's strategic and operational initiatives

PROGRAMME OUTLINE

HUMAN RESOURCE MANAGEMENT BACHELOR OF ARTS DEGREE – 117 credits

General Education 15 credits

ENG 110	Fundamentals of Writing	3
MAT 100	Mathematics	3
LOG 120	Critical Thinking	3
CIS 100	Introduction to Computer Information Systems	3
RES 100	Research Methods and Statistics	3

Supporting Courses 24 credits

ACC 100	Introduction to Accounts	3
COM 201	Technical Report Writing and Presentational Skills	3
LBS 100	Introduction to Industrial Relations	3
LBS 380	Ethics in Decision Making	3
MGT 200	Principles of Business Management	3
RES 300	Advanced Research Methods	3
SAM 280	Workplace Violence and Mediation	3
SOC 100	Introduction to Sociology	3

Programme Concentration 60 credits

HRM 109	Systems, Functions and Procedures in HRM	3
HRM 124	Personal and Professional Development for HR Practitioners	3
HRM 207	Human Behaviour in Organizations	3
HRM 221	Legal Issues in HRM	3
HRM 255	Strategic and Corporate HRM	3
HRM 299	Workshops (4 workshops at 1 credit each)	4

HRM 325	Strategic Human Resource Development	3
HRM 340	Performance Management	3
HRM 345	Compensation Management in Organizations	3
HRM 350	Internship	5
HRM 390	Corporate Social Responsibility and Goodwill in HRM	3
HRM 400	Managing Organizational Change	3
HRM 405	Organizational Communication	3
HRM 415	Human Resource Information Systems (HRIS)	3
HRM 460	Research Paper	6
HRM 450	HRM Initiative Design	3
LBS 210	Grievance Handling and Arbitration	3
OSH 231	OSHE Legislative Framework	3

Foundation Course **3 credits**

LCS 199	Fundamentals of the Labour and Co-operative Movements	3
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Electives **15 credits**

Five (5) courses from another programme	15
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