

EXPLORING BUSINESS CONCENTRATIONS IN MANAGEMENT

HUMAN RESOURCE MANAGEMENT

Degree: Bachelor of Business Administration in Management with a Concentration in Human Resource Management

Employment opportunities for all human resource positions are expected to grow much faster than average in the coming years. With an aging workforce, globalization and evolving technology, more companies and nonprofits are turning to HR managers who can help them think strategically about their recruiting, hiring, training, and retention practices. In addition to the growing demand, there is a growing interest in the HR field, with *Forbes* recently listing HR managers as a top-three job to have in the country. Recent industry trends have shown that graduates with at least a bachelor's degree have the best prospects, and those with certifications and/or experience will also have better outcomes in the job market.

The Rawls College of Business recognizes this need for a competitive advantage and specialization within the growing HR field. Because of this, the Area of Management has implemented a Human Resource Management (HRM) concentration, which has recently become fully aligned with the Society for Human Resource Management (SHRM)'s *HR Curriculum Guidebook and Templates*. SHRM is the largest association devoted to HR management.

Major Admission Requirements: A or B in MGT 3370, 2.75 cumulative Texas Tech University GPA

Available Certificates: Certificate in Leadership, Certificate in International Business, Joint Business/Engineering Certificate in Technology Entrepreneurship

COMPANIES THAT HIRE RAWLS GRADUATES

- ADP
- Aerotek
- Baker Hughes
- EY
- Insight Global
- Sherwin Williams

**Students pursuing a concentration in Human Resource Management will be eligible to sit for the SHRM certification exam*

CAREERS

- Recruiting/staffing
- Compensation
- Benefits
- Training
- Employee relations

“Remaining competitive in today’s constantly changing business environment requires an understanding that people are an organization’s greatest asset. The Human Resource Management concentration provides students with a broad understanding of various HR topics and their relationships to individual and organizational performance. We are excited about the opportunities and challenges that exist for our graduates in this field, and are proud that our curriculum aligns with the Society for Human Resource Management’s (SHRM) best practices”

— Keith Brigham, Ph.D., Area Coordinator, Management.

COURSE REQUIREMENTS

In addition to the requirements for the Management major, students accepted into the Human Resource Management concentration must complete the following courses:

THIRD YEAR

FALL

- **MKT 3370** – Organization & Management
- **BCOM 3375** – Managerial Communication
- **FIN 3350** – Introduction to Marketing
- **BECO 4310** – Applied Business Economics*

SPRING

- **BLAW 3391** - Business Law
- **ISQS 3344** – Introduction Production Operations Management
- **MGT 3376** – Organizational Behavior
- **HRDV 3307** – Employment Law in HR Development

FOURTH YEAR

FALL

- **HRDV 3310** – Training & Development in HR
- **Group A**[†]
- **MGT 4385** – Recruitment, Selection & Retention

SPRING

- **MGT 4399** - HR Management Capstone
- **MGT 4380** - Strategic Management
- **Group A**[†]
- **Group B**[‡]

* Or any upper-level economics course except ECO 3323 and 4332

† Choose 3 courses from MGT 3379, 4373, 4375, 4384, 4388, 4389, 4397

‡ Choose 1 course from HRDV 3305, 3308

MANAGEMENT STUDENT ORGANIZATIONS

- Society for Advancement of Management (SAM) | samnational.org
- Sigma Iota Epsilon (SIE) | sie.ba.ttu.edu
- Society for Human Resource Management (SHRM) | lubbock.shrm.org

For a complete list of student organizations within the Rawls College of Business, visit studentorgs.ba.ttu.edu.

RAWLS COLLEGE OF BUSINESS AND TEXAS TECH UNIVERSITY RESOURCES

Texas Tech University

- Admissions | www.admissions.ttu.edu
- Financial Aid | www.financialaid.ttu.edu
- Scholarships | www.scholarships.ttu.edu

Rawls College of Business

- Career Management Center | www.rawlscmc.com
- Area of Management | management.ba.ttu.edu
- Georgie G. Snyder Communication Skills Center | comskillscenter.ba.ttu.edu
- Undergraduate Services Center | undergrad.ba.ttu.edu

While every effort has been made to ensure accuracy, the Rawls College of Business reserves the right to make changes to pertinent information including but not limited to degree plans and program requirements.