

# MAJOR IN BUSINESS ADMINISTRATION, HUMAN RESOURCE MANAGEMENT CONCENTRATION



This program is designed to develop in students a comprehensive knowledge of human resource (HR) management along with the skills necessary for implementing strategic, effective, and legally defensible HR practices in contemporary business organizations. Human resource professionals operate in a dynamic and changing world, managing the organization's relationship with its employees. They develop and manage people, practices, and policies to ensure that they produce employee attitudes, skills, behaviors, and performance that companies need to achieve their strategic goals. They are commonly responsible for recruiting, hiring, onboarding, training and developing, evaluating performance, compensating, providing benefits, counseling, and terminating employees. HR Professionals are employed in every industry and are an essential partner in an organization's strategic vision for the future and for ensuring the right people are in place. It is essential that an HR professional learn and master key knowledge, skills, and abilities including critical thinking, confidentiality, change management, communication, negotiation and conflict management, business acumen, interpersonal skills, organizational skills, and fairness. In addition to the All-University Core Curriculum (<http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/>), course work for a concentration in Human Resource Management includes the College of Business Core (<http://catalog.colostate.edu/general-catalog/colleges/business/business-administration/business-administration-major/#requirementstext>) and various management electives that allow the student to structure a program around his or her educational and/or career interests.

## Learning Outcomes

Students will demonstrate:

- Knowledge and skills necessary to assume entry-level HR positions in preparation for pursuing careers in a wide variety of organizations and industries
- Knowledge and skills to develop and implement HR practices in a strategic, legal, and ethical manner
- Understanding of HR's role in the efficient and effective operations of organizations and their human resources
- The ability to create and manage HR practices that respect and encourage diversity and inclusion in the workplace

## Potential Occupations

Some examples include, but are not limited to the following: Compensation Analyst, Employee Benefits Manager, Employee Relations Manager, Health & Safety Manager, Human Resource Assistant, Human Resource Consultant, HR Information Systems Manager, HR Metrics Analyst, Human Resource Manager, Job Analyst, Labor Relations Specialist, Orientation Specialist, Recruiter, Training and Development Specialist, Wellness Program Administrator, Workforce Planning Specialist.