

HUMAN RESOURCE MANAGEMENT SPECIALIZATION - ORGANIZATIONAL MANAGEMENT, BACHELOR OF APPLIED SCIENCE

Program Code: OMBSHRMG

Meta-Major: BUSN

Location(s): Cocoa, Melbourne, Palm Bay, Titusville, Online

Delivery Method(s): Hybrid, Online

Previous Degree Required: AS/AA

Eligible for Financial Aid: Yes

Additional Limited Access Application Process Required: No

Program Testing Requirements:

Classification of Instructional Programs (CIP) Code: 52.0299

Florida Department of Education CIP Code: 1105202991

Students can only select one major and one specialization. Students may receive a specific A.S./B.A.S. degree only one time. While students may take courses from multiple specializations, however, the degree will be awarded only once.

The BAS Organizational Management Human Resource program is designed to prepare students for roles as human resource specialists, compensation and benefits administrators, trainers and succession planners, as well as corporate recruiters. Students can also expect to complete coursework and projects in alignment with the Society for Human Resource Management (SHRM) certifications: SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP). These certifications may require additional assessments by an outside agency and confirmation of an active, current role in the human resources field. [Visit the program page for more details and how to apply.](#)

Specialization Requirements

Code	Title	Credit Hours
Associate Degree		
Complete Associate Degree		60
General Education or Technical Concentration		
General Education (for A.S. degree students) or Technical Concentration (for A.A. degree students)		21
Organizational Management - Core Courses		
ACG 3024	Accounting for Managers	3
BUL 3130	Legal, Ethical, and Social Aspects of Business	3
GEB 3213	Foundations of Managerial Communications	3
MAN 3240	Organizational Behavior	3
MAN 3303	Management and Leadership	3
MAN 4301	Human Resource Management	3
ECP 3530	Economics of Health and Healthcare Policy ¹	3
or ECP 3703	Managerial Economics	
FIN 3402	Financial Management ²	3
or QMB 3250	Quantitative Methods for Business Decisions	

Human Resource Management Specialization		
MAN 4320	Human Resource Recruitment and Selection	3
MAN 4330	Compensation Management	3
MAN 4350	Human Resource Professional Development	3
MAN 4401	Employer and Labor Relations	3
MAN 4901	Capstone - Human Resource Management	3
Total Credit Hours		120

1

Students in the Healthcare Management specialization should take ECP 3530 Economics of Health and Healthcare Policy.

2

Students in Banking and Financial Management specialization only will take both courses (see OMBSBFI specialization).

Learning Outcomes: Human Resources Management BAS

- Design Human Resource Management (HRM) systems and processes for all core Human Resource functions.
 - Supports Core Ability: Process Information*
- Develop HR strategic planning and manpower requirements for the employee recruitment and selection process.
 - Supports Core Ability: Think Critically and Solve Problems*
- Develop HRM assessment protocols ensuring adequacy and effectiveness of the employee recruitment and retention process.
 - Supports Core Ability: Think Critically and Solve Problems*
- Formulate HR policies ensuring adequacy and compliance with all established legal requirements.
 - Supports Core Ability: Think Critically and Solve Problems*
- Create strategic work design methods for job analysis and design while providing for job enlargement, enrichment, and rotation requirements.
 - Supports Core Ability: Think Critically and Solve Problems*
- Design training and development programs providing for skills or needs assessment, instructional design, training deployment, and evaluation methods.
 - Supports Core Ability: Think Critically and Solve Problems*
- Create methods for career development, mentoring, and succession planning ensuring strategic planning and manpower continuity.
 - Supports Core Ability: Think Critically and Solve Problems*
- Develop the performance measurement process (PMP), appraisal forms, feedback procedures, and corrective action protocols.
 - Supports Core Ability: Communicate Effectively*
- Design compensation, benefits, and reward systems facilitating attraction, development, motivation, and retention of the workforce.
 - Supports Core Ability: Think Critically and Solve Problems*
- Develop labor-management practices fostering a productive work environment. Implement HR information systems (HRIS) supporting the efficient collection, retention, and management of employee data.
 - Supports Core Ability: Work Cooperatively*
- Create HR procedures for risk management ensuring a safe and secure working environment while mitigating liability.
 - Supports Core Ability: Model Ethical and Civic Responsibility*