

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

Previous Degree Required: A.S./A.A.

Eligible for Financial Aid: Yes

Delivery Method(s): Hybrid, Online

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

Additional Limited Access Application Process Required: No

Program Testing Requirements: Not Required

Academic Community: BUSN

Program Code: OMBSHRMG

Classification of Instructional Programs (CIP) Code: 52.0299

Florida Department of Education CIP Code: 1105202991

The BAS Organizational Management, Human Resource Specialization 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.

Refer to the [Bachelor Degree Programs](#) overview page to find information about admission, graduation, general education and other requirements. Students who need additional general education or technical electives will work with a bachelor's advisor to determine the courses best suited to their plan of study.

Visit the [program page](#) for more information.

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	3
or ECP 3703	Managerial Economics	
FIN 3402	Financial Management	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

- Satisfy the [foreign language competency](#) requirement
- Satisfy the [civic literacy competency](#) requirement

Course Sequence

The following sequence is recommended. However, courses may not be offered in this order, so it is important that you work with an advisor to plan your schedule based on your specific needs.

Course	Title	Credit Hours
Term 1		
ACG 3024	Accounting for Managers	3
ECP 3703	Managerial Economics	3
GEB 3213	Foundations of Managerial Communications	3
MAN 4301	Human Resource Management	3
Credit Hours		12
Term 2		
MAN 3240	Organizational Behavior	3
MAN 4320	Human Resource Recruitment and Selection	3
MAN 4330	Compensation Management	3
Technical Elective		3
Credit Hours		12
Term 3		
FIN 3402	Financial Management	3
or QMB 3250	or Quantitative Methods for Business Decisions	
MAN 3303	Management and Leadership	3
Credit Hours		6
Term 4		
BUL 3130	Legal, Ethical, and Social Aspects of Business	3
MAN 4350	Human Resource Professional Development	3
MAN 4401	Employer and Labor Relations	3
Technical Elective		3
Credit Hours		12
Term 5		
Technical Electives		12
Credit Hours		12
Term 6		
MAN 4901	Capstone - Human Resource Management	3

Technical Electives	3
Credit Hours	6
Total Credit Hours	60

17. Demonstrate the techniques leaders use to motivate and evaluate individuals and teams.
- *Supports Core Ability: Work Cooperatively*

Learning Outcomes

1. Design Human Resource Management (HRM) systems and processes for all core Human Resource functions.
 - *Supports Core Ability: Process Information*
2. Develop HR strategic planning and manpower requirements for the employee recruitment and selection process.
 - *Supports Core Ability: Think Critically and Solve Problems*
3. Develop HRM assessment protocols ensuring adequacy and effectiveness of the employee recruitment and retention process.
 - *Supports Core Ability: Think Critically and Solve Problems*
4. Formulate HR policies ensuring adequacy and compliance with all established legal requirements.
 - *Supports Core Ability: Think Critically and Solve Problems*
5. 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*
6. 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*
7. Create methods for career development, mentoring, and succession planning ensuring strategic planning and manpower continuity.
 - *Supports Core Ability: Think Critically and Solve Problems*
8. Develop the performance measurement process (PMP), appraisal forms, feedback procedures, and corrective action protocols.
 - *Supports Core Ability: Communicate Effectively*
9. Design compensation, benefits, and reward systems facilitating attraction, development, motivation, and retention of the workforce.
 - *Supports Core Ability: Think Critically and Solve Problems*
10. 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*
11. Create HR procedures for risk management ensuring a safe and secure working environment while mitigating liability.
 - *Supports Core Ability: Model Ethical and Civic Responsibility*
12. Apply ethical practices in a business environment.
 - *Supports Core Ability: Model Ethical and Civic Responsibility*
13. Demonstrate financial management, capital budgeting, and assets management skills expected of an organizational manager
 - *Supports Core Ability: Think Critically and Solve Problems*
14. Demonstrate written and oral presentation skills expected of an organizational manager.
 - *Supports Core Ability: Communicate Effectively*
15. Demonstrate knowledge of appraisal and evaluation techniques for employee performance and commitment within the organization.
 - *Supports Core Ability: Think Critically and Solve Problems*
16. Apply management and leadership theories and practice in program and resource management.
 - *Supports Core Ability: Process information*