

BACHELOR OF SCIENCE IN HUMAN RESOURCES (CREDIT HOUR)

The Bachelor of Science in Human Resources (BSHR) is a dynamic and comprehensive program that provides students with essential HR knowledge and skills, enabling them to play a vital role in organizational success. Students will gain practical insights into workforce planning, talent acquisition, employee relations, and strategic human resource management. The program reinforces theoretical foundations and hands-on experiences to prepare students for success as HR professionals.

This program is pending WASC Senior College and University Commission (WSCUC) and U.S. Department of Education approval.

Mission

The mission of the Bachelor of Science in Human Resources is to equip students with the essential knowledge and skills needed for successful careers in human resource management.

Program Learning Outcomes:

- **Strategic Human Resources:** Create people strategies that support organizational mission and goals.
- **Human Resource Technology and Analytics:** Utilize data and technology to make informed HR decisions.
- **Workforce Planning:** Develop programs for attracting, retaining, and nurturing talent while applying ethical principles and legal standards.
- **Employee Experience:** Create people and organizational development initiatives to enhance efficiency and effectiveness and promote inclusion and equity.
- **Rewards Management:** Demonstrate a comprehensive understanding of the principles and practices related to employee compensation and benefits.

Degree Requirements

The B.S. in Human Resources consists of 33 credits of coursework in the core program of study and 12 elective credits.

Note: Applicable courses may fulfill both the major and general education requirements (see this catalog's General Education Requirements section).

All courses taken in the major program must be passed with a grade equivalent of "C" or higher. All required courses must be taken for a letter grade where the option exists.

Core Requirements

COMU 410	Organizational Communication	3
HRCU 350	Compensation and Benefits	3
HRCU 351	Workforce Planning and Employment	3
HRCU 352	Labor Relations	3
HRCU 353	Performance Improvement	3
HRCU 406	Legal Issues in Human Resources	3
HRCU 415	Becoming an HR Strategist	3
HRCU 430	Conflict Resolution	3
HRCU 445	Human Resource Studies	3

OLCU 380	Research and Analytical Thinking	3
OLCU 425	Leadership in Diverse and Multicultural Organizations	3
Core requirements		33
Electives *		12
*BSHR students have the opportunity to select an individualized set of electives from the following areas of study: Business Administration, Communications, Healthcare Administration, Human Resource Management, Information Technology, Legal Studies, Management, Organizational Leadership, and Psychology.		
Total Credits		45