

Psychology (B.A.)

Human Resource Management Track

This document has been created for advising purposes only. Please contact the department for major and/or graduation requirements.

Prepared April 2010



Potential Career Paths

- Director of Human Resources (MA, MBA)
- Director of Personnel (MA, MBA)
- Human Resource Assistant or Manager (BA)

Potential Graduate Programs

- Human Resources Management (MA)
- Industrial & Labor Relations (MA)
- Business Administration (MBA)

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What is Human Resource Management?

Human resource management (HRM) is the strategic approach to the management of an organization's most valued assets - its employees. The overall goal of HRM is to help an organization to meet its goals by attracting and maintaining employees, as well as managing them effectively. Today's human resource professionals may be involved in any number of critical organizational functions such as hiring, training, developing policies and procedures, as well as working in key areas such as compensation, benefits, employee and labor relations, human resource development, employment law, staffing and professionalizing human resources. They are often employed in corporations, government agencies, unions, and other public or private organizations.

Individuals can enter the field of HRM without specialized training or an advanced degree. Students interested in the field should complete the coursework in social sciences and business that they find interesting and that helps them to develop certain critical skills. The psychology human resources concentration has been developed with these recommendations in mind.

Once a student completes his or her bachelor's degree, the student may obtain a



position in a business or other organization in management or in human resources management or development. Alternatively, a student might attend a master's degree program in a business school. Additionally, one may seek certification as a Professional in Human Resource Management (PHR).

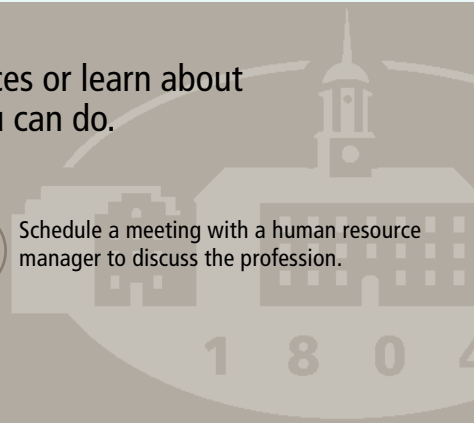
The purpose of the Human Resource Management track is to provide students with a comprehensive background in psychology while insuring that students who want to become human resource specialists complete the coursework necessary for graduate programs or careers in Human Resource Management.

Additional Resources

To become more involved in human resources or learn about the human resources field, here is what you can do.

- 1 Visit the website of the Society for Human Resource Management to learn more about careers in this field.
www.shrm.org
- 3 Schedule a meeting with a human resource manager to discuss the profession.

- 2 Obtain work in a relevant business setting.



If you are interested in pursuing a career in human resources be sure to work with an advisor to develop an academic plan that is tailored to your interests. Your plan should lead to the completion of coursework that is useful for employment in an entry-level job in human resources or for admission to a graduate program in human resources.

University and College Requirements

In addition to the requirements for the human resources track, which are listed below, be sure to complete all other university and college requirements, including the foreign language requirement.

If you are planning to start college-level foreign language with a course beyond 111, you are advised to begin foreign language in your first year. If you are starting foreign language with 111, begin language courses no later than the junior year.

Required Courses in Psychology

PSY 101	General Psychology (5)	PSY 305	Human Memory	PSY 341	Tests and Measurements (4)
PSY 221	Statistics for the Behavioral Sciences (5)	PSY 307	Psycholinguistics	PSY 351	Intro to Clinical and Counseling (4)
PSY 226	Research Methods (4)	PSY 308	Human Judgment and Decision Making	PSY 430	Psychoactive Drugs (4)
Biological—at least one of the following:		Developmental—at least two of the following:		Social/Organizational—at least two of the following:	
PSY 201	Sensation and Perception (4)	PSY 273	Child and Adolescent Psych (4)	PSY 261	Industrial and Organizational (4)
PSY 203	Learning (4)	PSY 315	Behavior Genetics (5)	PSY 310	Motivation (4)
PSY 312	Physiological Psychology (4)	PSY 374	Adulthood and Aging (4)	PSY 336	Social Psychology (4)
PSY 314	Comparative Psychology (5)	PSY 376	Psych Disorders of Childhood (4)	PSY 337	Social Psychology of Justice (4)
PSY 327	Human Psychophysiology (4)	PSY 378	Psychology of Gender (4)	PSY 361	Adv Organizational Psychology (4)
PSY 380	Psychology of Health and Illness (4)	PSY 470	Prenatal Influences on Development (4)	PSY 362	Personnel Psychology
Cognitive—at least one of the following:		Clinical—at least two of the following:		Note: Courses in bold are recommended for the human resources track and courses in <i>italics</i> are recommended.	
PSY 304	Human Learning and Cog Processes (4)	PSY 233	Psychology of Personality (4)		
		PSY 332	Abnormal Psychology (4)		

Fieldwork and Research in Psychology

PSY 489 (1-5, 5 max)—Credit for volunteer work in a behavioral science settings.

PSY 390 (1-5, 15 max)—Credit for participating in research under the supervision of a faculty member.

Internships

If possible, students should arrange to complete an internship with a suitable organization.

Business Minor

A business minor is not required for students who wish to enter the human resources field, but an understanding of business is desirable. A total of 32 credit hours are required for the business minor. The requirements for the business minor are as follows:

ACCT 101	Financial Accounting (4)
ACCT 102	Managerial Accounting (4)
BUSL 255	Law and Society (4)
PSY 221	Stats for the Behavioral Sciences (5)
FIN 310	Managerial Finance (4)
MGT 202	Management (4)
MKT 202	Marketing Principles (4)
OPN 300	Principles of Operations (4)

Note: Non-business majors are limited to 44 hours of coursework in the College of Business, so it is important to plan your schedule carefully. Be sure to check prerequisites for coursework.

Additional Coursework

Students should consider completing additional relevant coursework, including courses in oral communication (school of communication), written communication (department of English), social behavior (department of sociology), organizational behavior (department of management), economics (department of economics), and labor law (department of political science). Consult with your advisor to develop a curricular plan tailored to your own needs and interests.

Human Resource Management

Whether or not students complete the business minor, they should complete coursework in management and human resource management, including the following recommended courses:

HRM 320	Human Resource Management (4)
HRM 425	Employee Relations (4)
HRM 430	Compensation Management (4)
HRM 440	Train, Dev, & Perf Mgmt (4)
HRM 450	Recruitment & Selection (4)
HRM 460	Strategic Human Resource Mgt (4)