



# HUMAN RESOURCE MANAGEMENT

The core function of human resource management is to recruit, hire, and retain personnel for your organization. If you have ever been hired for a job, there is a likely chance an experienced human resource manager was involved in the process of bringing you in. Finding great workers and maintaining them is crucial to keeping an organization running efficiently. Not only do human resource professionals have the key responsibility of finding top talent, they also deal with training and development, while handling workplace conflict, compensation, and benefits simultaneously. Do you have a strong sense of ethics? Are you a great communicator and motivator? Do you have good instincts? Can you handle conflict resolution? If yes, a concentration in human resource management could be the perfect program for you.

Through ECPI's year-round schedule, you could earn a Bachelor of Science Degree in Organizational Leadership with a concentration in Human Resource Management in as little as 2.5 years.



## Outcomes

The human resource management concentration provides students with the opportunity to engage in contemporary practices that support and motivate a diverse and multicultural workforce in individual and group settings. Employee recruitment and retention is emphasized, including compensation and benefits, rewards and recognition.

### Upon completion of the program, graduates will be able to:

- ▶ Conduct organizational research and analysis.
- ▶ Apply critical thinking and analytical skills to make strategic decisions.
- ▶ Demonstrate effective communication in a global environment.
- ▶ Apply ethical behavior and professional values.
- ▶ Develop an organizational community of learning and positive change.
- ▶ Support an inclusive workplace culture and environment.
- ▶ Demonstrate the ability to communicate in a global, professional environment.
- ▶ Develop strategies to attract and retain a competitive workforce.
- ▶ Analyze risk and compliance issues and situations.

## Possible Career Track

- ▶ HR Consultant
- ▶ Employee Relations Manager
- ▶ Recruitment Specialist
- ▶ Executive Recruiter
- ▶ Labor Relations Manager
- ▶ Compensation and Benefits Manager
- ▶ Human Resources Programs Manager
- ▶ Senior Sales Associate
- ▶ Director of Human Resources
- ▶ Training and Development Specialist
- ▶ Talent and Rewards Manager