BA in Human Resources and Organizational Development

57 units

The BA in Human Resources and Organizational Development (https://www.apu.edu/business/programs/human-resources-organizational-development-major/) program provides the conceptual knowledge and practical skills for career placement and job advancement in the expanding field of human resources, including the areas of employee life cycle, training and development, and the growing HR generalist field.

This program equips students with all of the necessary foundational knowledge that a human resources professional must have, including best practices and strategies necessary for today's workplace. Students learn the complexities of managing the benefits and policies of an organization, designing employee development and delivering training, and managing employee relations. This interdisciplinary program prepares students with the organizational theory, ethics, and business management skills to become expert problem solvers in today's HR climate.

Experiential Learning Opportunities

Students in this program build their résumés and portfolios through applied projects, such as designing a training workshop, writing job descriptions, and creating employee development plans. Students also have the option to acquire practical skills and experience in leadership, project management, decision making, and teamwork through internships, student clubs, and honor societies.

This program also offers students the chance to participate in study-away programs, where they engage with topics of globalization, trade, culture, and global management and leadership as they travel the world. Typically, study-away trips include visiting global and international organizations and learning from universities and business leaders around the world.

Certificates, Credentials, and Microcredentials

Today, employers are looking for professionals with technical skills and leadership abilities, and students in this major are prepared to earn industry-valued, internationally recognized certificates, credentials, and microcredentials, such as the Professional in Human Resources certification and the Workplace Ethics Badge, validating their ability to motivate and manage talent and distinguishing them in the HR field. These certifications can be added to résumés and uploaded to online portfolios, showcasing these skills to potential employers.

Career Opportunities

Different areas of the HR field consistently rank high on lists of best careers. Income potential and personal fulfillment are high. Career paths open to human resources majors include HR coordinator/assistant, recruiter/talent acquisition, training and development coordinator, payroll specialist, HR manager, compensation analyst, benefits manager, labor relations manager, human resources generalist, and HR business partner. Human resources professionals who excel can become top executives.

Requirements

Code	Title	Units
Business and Management Core		
BUSI 110	Business and Entrepreneurship [1]	3
BUSI 120	Business Communications [2]	3
BUSI 240	Introduction to Information Systems and Business Applications	3
BUSI 244	Data Analytics, Spreadsheets, and Data Visualization	3
BUSI 213	Negotiation Strategies and Skills	3
BUSI 495	Writing 3: Business Ethics [3]	3
MGMT 210	Principles of Management [4]	3
MGMT 211	Organizational Leadership [5]	3
MGMT 212	Managing Diverse Teams and Groups [5]	3
MGMT 214	Project Management [4]	3
MGMT 440	Business Process Management	3
MGMT 445	Human Resource Management	3
MGMT 448	Organizational and Administrative Behavior [1]	3
Human Resources and Organizational Development Courses		
HROD 250	HR Life Cycle: Hiring to Retiring	3

HROD 351	Talent Enhancement: Training, Development, and Engagement	3
HROD 352	Employee Relations	3
Select three of the following:		9
MGMT 350	Business Management Internship [4]	
MGMT 446	Introduction to Organizational Theory and Design	
MGMT 467	Introduction to Organizational Development and Change	
MGMT 517	Managing Human Capital	
MGMT 561	Managing Teams and Conflict	
OPSY 505	Individual and Team Assessment	
Total Units		**57**

[1]   Meets the General Education Civic Knowledge and Engagement requirement.

[2]   Meets the General Education Oral Communication requirement.

[3]   Meets the General Education Writing 3 requirement.

[4]   Meets the General Education Integrative and Applied Learning requirement.

[5]   Meets the General Education Social Sciences requirement.