



Bachelor of Science

Human Resource Management

Overview

The Human Resource Management (HRM) major is offered in the Faculty of Social Sciences, at **Mona School of Business and Management**. The HRM major is designed to educate students on the theories, principles and practices of Human Resource Management. Students who take this major are qualified to commence a career in the field of Human Resource Management or in other areas of a work organization.

Courses in this major include: Organizational Behaviour, Team Building, Industrial Relations, Business Negotiation and Compensation Management.

Entry Requirements

- ▶ Five (5) CXC/CSEC (General Proficiency Grades I-III from June 1998) or GCE/ BGCSE O'Level (Grades A-C) with compulsory subjects: Mathematics and English Language and two (2) CAPE subjects (Units 1 and 2) or GCE/BGCSE A' Level passes in a minimum of two (2) subjects;
OR
- ▶ An Associate degree, Diploma and/or Certificate from other approved tertiary institutions having attained a B+ average or a minimum GPA of 2.5;
OR
- ▶ High School (Grade 12) transcript with a minimum GPA of 3.0 and a minimum SAT I score of 1700 plus a minimum of two (2) SAT II subjects at a score of 500 or above or successful completion of Advanced Placement Courses or the International Baccalaureate programme.

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Human Resource Management covers the entire range of activities that have to do with bringing employees into an organization, supporting their growth and development, rewarding them and ensuring that their contribution to the objectives of the organization is optimized.

An HRM professional must (among other things):

- › Understand the core functions and strategy of the organization;
- › Understand how the employee contributes to the organization;
- › Understand how to foster a positive relationship between the organization and its environment and help to build positive stakeholder relationships.
- › Possess specific skills such as compensation management or employee relations.
- › Be ethical and assist the organization to build proper internal governance.

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Skills Needed

Intellectual

- › An above average understanding of human behaviour.
- › The ability to understand, apply, analyse and evaluate data.
- › Problem-solving skills.

Professional

- › Strong ethical values.
- › An above average understanding of interpersonal conflicts and the ability to address them.
- › Commitment to lifelong learning.
- › Excellent communication skills.

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What can I do with a Degree in Human Resource Management?

HRM involves a range of core functions such as: research, planning, compensation or rewards management, training and development, recruitment and selection and employee relations, occupational safety and health. With an HRM degree, graduates can pursue careers in the private or public sectors. It should be noted that HRM jobs have different names in different organizations.

With an HRM degree and no experience in the field you would typically be equipped to fill an entry level or mid-level position in an organization (depending on the size).

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Career Options:

- › HR Officer
- › HR Generalist
- › HR Business Partner
- › HR Manager
- › Compensation Specialist
- › Manager - Talent Development

- › Manager - Employee Relations
- › Relationship Manager - HR
- › Manager - Employee Experience
- › Staffing Manager
- › Employee Relations Analyst
- › Manager - Shared Services

