Bachelor’s Degree Program
Business Administration
Specialization: Human Resource Management

### ABOUT THIS DEGREE PROGRAM

Businesses large and small are the core of the American economy. Earning a bachelor’s degree program in the Business Administration degree program at DeVry University can help you launch a successful career in many business areas and industries, such as finance, accounting, operations, marketing or project management.

Our program can help you develop critical communication and interpersonal skills, as well as teach you key business concepts and tactics. As a student, you’ll address real business issues taken from the boardrooms and offices of Fortune 500 companies.

Our Business Administration degree program is designed to accommodate students with a range of experiences, including those with little or no prior college education or work experience. While earning your bachelor’s degree, you can benefit from selecting a business specialization that can further prepare you for a specific career path of your choosing.

Specializations offered within the Business Administration degree program:
- Accounting
- Business Information Systems
- Finance
- Health Services Management
- Hospitality Management
- Human Resource Management
- Operations Management
- Project Management
- Sales and Marketing
- Security Management
- Small Business Management and Entrepreneurship
- Sustainability Management
- Technical Communication

Those with prior work or educational experience may also want to consider our Technical Management or Management degree programs, which are available with many of the same specializations.

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### GENERAL EDUCATION COURSEWORK

At DeVry University, we believe in the value of a comprehensive education. This means broadening your knowledge and skill sets beyond the area of your degree program, to prepare you to succeed in today’s diverse and evolving workplace.

From day one, you can learn important analytical and communication skills, such as problem-solving, reasoning and analysis, academic and professional writing, and mathematics and statistics skills. These skills can better equip you to work across cultures and understand a wide range of concepts that influence your area of study.

**General Education Coursework:**
- Communication Skills
- Humanities
- Mathematics
- Natural Sciences
- Personal and Professional Development
- Social Sciences

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### CORE-DEGREE COURSEWORK

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
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</thead>
<tbody>
<tr>
<td>ACCT-212</td>
<td>Financial Accounting</td>
</tr>
<tr>
<td>BIS-155</td>
<td>Data Analysis with Spreadsheets with Lab</td>
</tr>
<tr>
<td>BUSN-115</td>
<td>Introduction to Business and Technology</td>
</tr>
<tr>
<td>BUSN-319</td>
<td>Marketing</td>
</tr>
<tr>
<td>BUSN-379</td>
<td>Finance</td>
</tr>
<tr>
<td>COMP-100</td>
<td>Computer Applications for Business with Lab</td>
</tr>
<tr>
<td>ECON-312</td>
<td>Principles of Economics</td>
</tr>
<tr>
<td>MGMT-303</td>
<td>Principles of Management</td>
</tr>
<tr>
<td>MGMT-404</td>
<td>Project Management</td>
</tr>
<tr>
<td>ACCT-344</td>
<td>Cost Accounting</td>
</tr>
<tr>
<td>ACCT-346</td>
<td>Managerial Accounting</td>
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</tbody>
</table>

These electives are chosen through academic advising from courses that are different from those used to meet any other graduation requirement. They may be selected from other courses in the Business Administration program, or from other courses listed in the academic catalog, provided prerequisites are satisfied.

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Note: DeVry’s academic catalog, available via [www.devry.edu/uscatalog](http://www.devry.edu/uscatalog), contains the most current and detailed program information, including graduation requirements.
ABOUT THIS SPECIALIZATION

DeVry University’s Bachelor’s degree in Business Administration can help prepare you for the workplace with a solid business foundation. Our specialization in Human Resource Management can further focus your studies and help equip you for the career you want to pursue.

Human resource management focuses on an organization’s most precious asset: the people who, individually and collectively, are responsible for its success. Human resource managers play an important role in helping to plan and direct hiring practices, employee benefits and relations programs, and training and development.

Our Human Resource Management specialization can help you learn about designing and reviewing pay structures; developing and enforcing employee policies; communicating to employees about benefits; developing or selecting systems to run or improve payroll; insurance benefits and other areas of compensation; and working with the executive team to develop short and long-term hiring and employment goals.

This specialization’s coursework covers such topics as employment law, HR information systems, staffing, training, development, compensation and benefits.

Graduates of DeVry University's Business Administration program with a specialization in Human Resource Management may consider careers including:

- Employee Benefits Specialist
- Employee Relations Manager
- Human Resource Generalist

According to the Bureau of Labor Statistics, employment of human resources and training and labor relations managers and specialists is expected to grow by 22 percent between 2008 and 2018, much faster than the average for all occupations. According to its Occupational Outlook Handbook, “legislation and court rulings revising rules in various areas — occupational safety and health, equal employment opportunity, wages, healthcare, retirement plans, and family leave, among others — will increase demand for human resources, training, and labor relations experts.”

Knowledge and Skills

EMPLOYMENT LAW2 — Study federal and state laws as they affect the human resource function, including equal employment opportunity, employment agreements, wage and overtime payment, and other regulatory issues.

LABOR RELATIONS2 — Examine the evolution of interaction between management and labor in a corporate environment, focusing on the American labor movement, federal and state labor laws, collective bargaining, mediation and work stoppage.

HUMAN RESOURCE INFORMATION SYSTEMS2 — Explore the hardware and software options available for managing the human resource function and apply technology to develop, maintain and manage human resource information.

STRATEGIC STAFFING2 — Recruit, select, train and retain employees to achieve organizational goals.

TRAINING AND DEVELOPMENT2 — Improve individual and corporate effectiveness through training needs analyses, implementation planning and outcomes assessment.

COMPENSATION AND BENEFITS2 — Use pay systems and benefit plans to achieve corporate goals. Learn about compensation design, analysis and evaluation in terms of both legally required and voluntary benefit options.

CONFLICT RESOLUTION AND NEGOTIATION2 — Handle complaints, settle disputes, resolve grievances and reach mutually acceptable compromises with others.

COMPLIANCE EVALUATION3 — Use relevant information and individual judgment to determine that events or processes comply with laws, regulations or standards.

PSYCHOLOGY3 — Observe and interpret human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment of behavioral and affective disorders.

ACTIVE LISTENING3 — Give your full attention to what other people are saying, take time to understand the points being made, ask questions as appropriate and avoid interrupting at inappropriate times.

Career-Focused Coursework

1 of these courses

| HRM-320 | Employment Law |
| HRM-340 | Human Resource Information Systems |
| HRM-410 | Strategic Staffing |
| HRM-420 | Training and Development |
| HRM-430 | Compensation and Benefits |
| MGMT-410 | Human Resource Management |

2 of these courses

| BUSN-460 | Senior Project |
| BUSN-462 | Senior Project I |
| BUSN-463 | Senior Project II |

Did you know?

The Society for Human Resource Management (SHRM) has acknowledged that DeVry University’s Business Administration degree program with the Human Resource Management specialization fully aligns with SHRM’s HR Curriculum Guidebook and Templates. More information about SHRM and the HR Curriculum Guidebook and Templates is available via www.shrm.org.

In New York, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission (HLC), www.ncaho.org. DeVry is certified to operate by the State Council of Higher Education for Virginia. DeVry University is authorized for operation by the THEC, www.state.tn.us/thec. Nashville Campus – 3343 Perimeter Hill Dr., Nashville, TN 37211. Program availability varies by location. ACO060. ©2014 DeVry Educational Development Corp. All rights reserved.

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