**ABOUT THIS DEGREE PROGRAM**

For those with prior college education or professional experience, the bachelor's degree program in Management at DeVry University can help advance your career in many business areas and industries, such as finance, accounting, operations, marketing or project management. With qualifying college credits, you may be able to earn your bachelor's degree in less time.

Professionals in industry and education from across the country contribute to the curriculums for our degree programs. As a student, you will build upon your existing knowledge and experiences by utilizing our curriculum and classroom education to address real business issues taken from the boardrooms and offices of Fortune 500 companies.

To help further advance your business career, you can benefit from selecting a business specialization that can expand your knowledge for the specific career path you choose to pursue.

**Specializations offered within the Management degree program:**
- Accounting
- Business Information Systems
- Finance
- General Management
- 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 degree program, which is available with many of the same specializations.

**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

**CORE-DEGREE COURSEWORK**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT212</td>
<td>Financial Accounting</td>
</tr>
<tr>
<td>BIS-155</td>
<td>Data Analysis with Spreadsheets with Lab</td>
</tr>
<tr>
<td>BIS-245</td>
<td>Database Essentials for Business with Lab</td>
</tr>
<tr>
<td>BUSN-115</td>
<td>Introduction to Business and Technology</td>
</tr>
<tr>
<td>BUSN-278</td>
<td>Budgeting and Forecasting</td>
</tr>
<tr>
<td>BUSN-319</td>
<td>Marketing</td>
</tr>
<tr>
<td>COMF-100</td>
<td>Computer Applications for Business with Lab</td>
</tr>
<tr>
<td>COMF-129</td>
<td>PC Hardware and Software with Lab</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>MGMT-410</td>
<td>Human Resource Management</td>
</tr>
<tr>
<td>SMT-310</td>
<td>Principles and Theory of Security Management</td>
</tr>
</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 courses listed in the academic catalog, provided prerequisites are satisfied.

Note: DeVry's academic catalog, available via www.devry.edu/uscatalog, contains the most current and detailed program information, including graduation requirements.
# Bachelor’s Degree Program Management

## Specialization: Human Resource Management

### ABOUT THIS SPECIALIZATION

DeVry University’s Bachelor’s degree in Management can help prepare you for the workplace with a solid business foundation. Our specialization in Human Resource Management can further focus your studies and 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 active role in developing and implementing policies, procedures and practices that provide a healthy, safe and productive work environment. They coordinate and direct human resource activities in areas such as planning and organizing, recruitment, training, classification and compensation, benefits, labor relations and employee relations.

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 Management program with a specialization in Human Resource Management may consider careers including:

- Employee Benefits Specialist
- Employee Relations Manager
- Human Resource Generalist
- Human Resource Information Systems Specialist
- Training and Development Manager

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 standards 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.¹²³

### KNOWLEDGE AND SKILLS

**EMPLOYMENT LAW** — 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 RELATIONS** — 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 SYSTEMS** — 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 STAFFING** — Recruit, select, train and retain employees to achieve organizational goals.

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

**COMPENSATION AND BENEFITS** — 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 NEGOTIATION** — Handle complaints, settle disputes, resolve grievances and reach mutually acceptable compromises with others.

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

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

**ACTIVE LISTENING** — 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

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM-320</td>
<td>Employment Law</td>
</tr>
<tr>
<td>HRM-330</td>
<td>Labor Relations</td>
</tr>
<tr>
<td>HRM-340</td>
<td>Human Resource Information Systems</td>
</tr>
<tr>
<td>HRM-410</td>
<td>Strategic Staffing</td>
</tr>
<tr>
<td>HRM-420</td>
<td>Training and Development</td>
</tr>
<tr>
<td>HRM-430</td>
<td>Compensation and Benefits</td>
</tr>
<tr>
<td>HRM-440</td>
<td>Human Resource Management</td>
</tr>
</tbody>
</table>


²DeVry University, on the internet at www.devry.edu/degree-programs/college-business-management/human-resource-management/about.jsp.

³NET Online, Compensation and Benefits Managers, on the Internet at www.onetcenter.org/link/summary/13-3041.00 (visited February 11, 2011).

In New York, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission (HLC), www.hlcommission.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.va.us/thec. Nashville Campus – 3243 Perimeter Hill Dr., Nashville, TN 37211. Program availability varies by location. AC0630. ©2014 DeVry Educational Development Corp. All rights reserved.

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