

The minor in human resource management is available to students in all schools and departments except business majors. It is appropriate for students pursuing careers in human resource management, as well as for students pursuing management positions where they will be interfacing with or relying on the human resource function for support.

TO ENROLL:

- Minimum of 32 units of college-level courses
- Minimum overall GPA of 2.75
- Completion of this minor requires a minimum GPA of 2.0 in the following 2 courses:

COURSE REQUIREMENTS

BUAD 304 Organizational Behavior and Leadership **UNITS: 4**
The role of leadership in business organizations; concepts and skills for managing oneself and others.
OFFERED: Fall, Spring, and Summer
INSTRUCTION MODE: Lecture and Discussion

MOR 471 Managing and Developing People **UNITS: 4**
Recommended Preparation: BUAD 304
Management of the human resource function for organizational performance.
OFFERED: Fall
INSTRUCTION MODE: Lecture

ELECTIVES

Choose three courses from the following (12 units):

FBE 428 Principles of Employment Law **UNITS: 4**
Survey of current employment law topics including employment discrimination arising within modern workplaces. Legal and business strategies for managing diversity for organizational success.
OFFERED: Fall, Spring and Summer
INSTRUCTION MODE: Lecture

MOR 463 Organizational Change and Development **UNITS: 4**
Recommended Preparation: BUAD 304
Theories and methods of introducing change in organizations. Techniques for analyzing organizations, developing change programs, and implementing changes. Ethical and career issues of change management.
OFFERED: Spring
INSTRUCTION MODE: Lecture

FBE 433 Corporate Governance and CEO **UNITS: 4**
Prerequisite: BUAD 215 or BUAD 306
Explores how value is created (or destroyed) through incentive compensation and corporate governance. Focus on bonuses, stock options, executive compensation, and financing policies.
OFFERED: Spring
INSTRUCTION MODE: Lecture

MOR 469 Negotiation and Persuasion **UNITS: 4**
Theories, strategies, and ethics underlying negotiation and persuasion in contemporary organizations and societies. Emphasizes the knowledge and skills needed for effective negotiation and persuasion.
OFFERED: Fall and Spring
INSTRUCTION MODE: Lecture

MOR 421 Social and Ethical Issues in Business **UNITS: 4**
Prerequisite: BUAD 304
The free-enterprise system examined from the perspective of modern corporations and their critics; business ethics in relation to personal/external values.
OFFERED: Spring
INSTRUCTION MODE: Lecture

MOR 472 Power, Politics, and Influence **UNITS: 4**
Theories and practices about how power, politics and influence affect organizational life. Knowledge and skills for diagnosing and managing these features of an organization.
OFFERED: Fall
INSTRUCTION MODE: Lecture

ELECTIVES

Continued:

MOR 431 **Interpersonal Competence and Development** **UNITS: 4**
Duplicates credit in MOR 331X
 An exploration of the nature of relationships at work; focus on analytical skills and self-assertion necessary to have effective, rewarding relationships.
OFFERED: Spring
INSTRUCTION MODE: Lecture

MOR 473 **Designing and Leading Teams** **UNITS: 4**
Recommended Preparation: BUAD 304
 Theories and practices for developing and leading teams. Skills for creating team structures and facilitating team processes. Knowledge for diagnosing team problems and devising solutions.
OFFERED: Spring
INSTRUCTION MODE: Lecture

MOR 461 **Design of Effective Organizations** **UNITS: 4**
 Designing management systems and practices that lead to organizational excellence; techniques for organizational change.
OFFERED: Fall
INSTRUCTION MODE: Lecture