

# BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

## Description and Outcomes

The Bachelor of Science in Human Resource Management (BSHRM) is a comprehensive program designed to prepare you for strategic roles as a business partner within organizations. The curriculum provides a robust foundation in essential HR functions, such as talent acquisition and management; total rewards and compensation; workplace law, labor relations, and strategic HR management; analytics; and business decision-making. Integrated business courses in accounting, finance, and marketing aim to further strengthen your understanding of organizational operations. A central focus of the program is aligning HR practices with organizational goals, culminating in a capstone project that allows you to apply your learning in practical settings. Graduates will be equipped with both foundational knowledge and specialized expertise to succeed in a variety of human resource roles.

## Society for Human Resource Management Acknowledgement

The Society for Human Resource Management (SHRM) has acknowledged that the Bachelor of Science in Human Resource Management fully aligns with the SHRM's *HR Curriculum Guidebook and Templates*. The *HR Curriculum Guidebook and Templates* were developed by SHRM to define the minimum HR content areas that should be studied by HR students at the undergraduate and graduate levels. The guidelines—created in 2006 and revalidated in 2010, 2013, 2017, and 2022—are part of SHRM's Academic Initiative to define HR education standards taught in university business schools and help universities develop degree programs that follow these standards.

## Graduate Program Pathways

If you are interested in earning both a bachelor's and master's degree, consider a graduate program pathway (<https://catalog.purdueglobal.edu/undergraduate/graduate-program-pathways/>).

## Program Length

The Bachelor of Science in Human Resource Management program consists of a minimum of 180 quarter credit hours. Upon successful completion of the program, you will be awarded a bachelor of science degree.

## Program Outcomes

### Discipline-Specific Outcomes

1. Apply core business principles with strategic human resource management practices to support organizational objectives.
2. Analyze human resources data using statistical and technological tools to make evidence-based decisions.
3. Develop comprehensive talent management systems for effective acquisition, development, and retention of a diverse workforce.
4. Apply legal and ethical frameworks to ensure compliance and mitigate risk in human resources decisions.
5. Design organizational change initiatives by applying principles of management, organizational behavior, and conflict resolution.

6. Demonstrate knowledge across HR functional areas to propose integrated, strategic solutions to complex organizational challenges.

## General Education Literacies and Professional Competencies

In addition to the discipline-specific outcomes, general education literacies and professional competencies are integrated throughout your academic program. You can review the general education literacies and professional competencies associated with your academic program in the General Education and Professional Competency Requirements (<https://catalog.purdueglobal.edu/undergraduate/general-education-professional-competency-requirements/>) section of this Catalog.

## Program Availability

For program availability, please refer to the U.S. State and Other Approvals (<https://catalog.purdueglobal.edu/policy-information/university-information/accreditation-approvals-memberships/>) section and Program Availability Information (<https://www.purdueglobal.edu/catalog-program-availability-info.pdf>).

## Policies


### Certification, State Board, and National Board Exams

Certification and licensure boards have state-specific educational requirements for programs that lead to a license or certification that is a precondition for employment. Prospective and current students must review Purdue Global's State Licensure and Certifications (<https://www.purdueglobal.edu/about/accreditation/licensure-state-authorizations/>) site to view program and state-specific licensure information.





Licensure-track programs may limit enrollment to students in certain states; please see Purdue Global's Program Availability Information (<https://www.purdueglobal.edu/catalog-program-availability-info.pdf>) to determine enrollment eligibility.




You are responsible for understanding the requirements of optional certification exams. Such requirements may change during the course of your program. You are not automatically certified in any way upon program completion. Although certain programs are designed to prepare you to take various optional certification exams, Purdue Global cannot guarantee you will be eligible to take these exams or become certified. Your eligibility may depend on your work experience, completion of education and/or degree requirements, not having a criminal record, and meeting other certification requirements.

## Degree Plan

The  icon appears in the title of traditional courses that are also available as a set of module courses. Module course availability may be limited to certain academic calendars. See Course Types (<https://catalog.purdueglobal.edu/policy-information/university-information/approach-to-learning/>) for information about module courses.

## Program Requirements

Code	Title	Credits
<b>Core Requirements</b>		
BU224	 Microeconomics	5
CM107	 College Composition I	5
CM220	 College Composition II	5
CS212	 Communicating Professionalism	5

MM255	 Business Math and Statistical Measures	5
100/200 Level	Arts and Humanities Requirement <sup>1</sup>	5
100/200 Level	Mathematics Requirement <sup>1</sup>	5
100/200 Level	Science Requirement <sup>1</sup>	5
100/200 Level	Social Science Requirement <sup>1</sup>	5
Total Core Requirements		45
<b>Major Requirements</b>		
AC114	 Accounting I	5
AC116	 Accounting II	5
MT140	 Introduction to Management	5
MT203	 Human Resource Management	5
MT217	 Finance	5
MT219	 Marketing	5
HR400	 Talent Acquisition and Management	6
HR410	Talent Development and Learning	6
HR420	Workplace Law, Labor Relations, and HR Risk Management	6
HR435	Total Rewards and Compensation Strategy	6
HR485	 Strategic HRM: Analytics and Business Decision-Making	6
LS311	 Business Law	6
MM305	 Business Statistics and Quantitative Analysis	6
MT302	 Organizational Behavior	6
MT340	 Conflict Management and Team Dynamics	6
HR499	Bachelor's Capstone in Human Resource Management	6
Total Major Requirements		90
<b>Open Elective Requirements</b>		
Open Electives		45
Total Open Elective Requirements		45
<b>TOTAL CREDITS</b>		<b>180</b>

<sup>1</sup> For options to fulfill this requirement, see the corresponding literacy in General Education and Professional Competency Requirements (<https://catalog.purdueglobal.edu/undergraduate/general-education-professional-competency-requirements/>).