

## Human Resource Management | Major

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*“The HRM Program at Alvernia is an eye opener to the field. The professors are well equipped to give us real-life scenarios about various issues we may encounter.”—Heather Leader '08, Pottstown, PA*

### PROGRAM HIGHLIGHTS IN BRIEF

Each of Alvernia University's Business programs examine the contemporary business world from both practical and ethical standpoints. Business majors combine classroom learning with real world knowledge through cooperative education experience. This broad-based approach prepares graduates to succeed professionally by developing the supervisory and managerial skills necessary for career advancement. Alvernia business faculty have solid academic qualifications and years of business experience. They are in touch with the latest trends and issues in the business world.

Students in Human Resource Management develop an understanding of the components necessary to prepare for a career in the field, including positions in training, recruitment, compensation management, and benefit analysis. Alvernia's Human Resource Management students graduate with tools to develop and evaluate resources necessary to sustain a positive return of the people investment in an organization. The Business program also offers bachelor's degrees with specializations in accounting, business management, marketing, sport management and business computer & information technology (secondary education).

### ACCREDITATION

Alvernia University's Business Department, including its major in human resource management, is accredited by the Association of Collegiate Business Schools and Programs (ACBSP). For information explaining the benefits of earning a degree from an ACBSP accredited program, please visit [www.acbsp.org](http://www.acbsp.org) or send an email to [info@acbsp.org](mailto:info@acbsp.org).



### INTERNSHIP OPPORTUNITIES

Internship placements for our students have included Citizens Bank, Walt Disney World, Rohm & Haas, Vanguard, GVA Smith Mack, Haines & Kibblehouse, US Department of Treasury, US Department of Finance, Sovereign Bank, Strohmamm/Maier's Bakery, Webb Insurance, InRoads, Reading Royals, Olsen/DeTurck, Philadelphia Eagles, Cott Beverage, Four Seasons Produce, Morgan Stanley, Ernst & Young, and the Camden Riversharks.

### HONOR SOCIETY

Alvernia University's Business program sponsors the Lambda Zeta chapter of the Delta Mu Delta Honor Society through its accrediting body, ACBSP. Delta Mu Delta is an honor society for juniors, seniors, and graduate students that recognizes scholarship in Business Administration. Membership in Delta Mu Delta is limited to the top twenty percent of the junior, senior, and graduate classes. Becoming a member is an honor indicative of earnest, intelligent purpose and achievement.

### SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Alvernia's chapter of the Society for Human Resource Management acquaints students seeking careers in management, human resource management or labor relations with current issues and trends in these fields.

Our Superior Merit winning student chapter is recognized locally by the Berks County SHRM Chapter. Sponsorship affords our students networking opportunities with professional chapter members during monthly meetings. The professional chapter also helps to sponsor events such as our on-campus Job Fair. Student members have been active participants in various community events such as Toys for Tots Road Run and MADD fundraisers. In addition, students attend national and state conferences.

### PHI BETA LAMBDA

Phi Beta Lambda provides opportunities for post-secondary and undergraduate students to develop vocational competencies for business and office occupations and business teacher education. The specific goals are to promote competent, aggressive business leadership, understand American business enterprise, establish career goals, encourage scholarship, promote sound financial management, develop character and self-confidence and to facilitate transition from school to work.



The Alvernia University PBL Chapter has won many awards on both state and national levels. Since its formation in 1988, the Chapter has become well-known for its excellence, earning the prestigious Hollis & Kitty Guy (national) Gold Seal Award of Merit six times. In competitions, the Alvernia PBL Chapter regularly participates in state and national workshops and conferences, is active in campus projects and completes community service projects.

### CAREER SUCCESS

Our Human Resource Management graduates have entered MBA programs at Alvernia University and many other fine graduate schools. Others find employment with renowned local, national, and international companies including Beard Miller & Co., CPA; Magnatech International; Ernst & Young; Vanguard; Carpenter Technology; Hi-Tech Communications; Johnson & Johnson; Kellogg's; Pepperidge Farm; AT&T; Prudential; First Union; Aetna; the Pennsylvania Department of the Auditor General; and Morton Powder Coatings.

Alvernia is a Catholic, Franciscan university dedicated to the ideals of professional and community service and personal fulfillment. Our Career Services staff provides assistance with resumé preparation, interview skills, and job and graduate school searches.

### CAREER OPPORTUNITIES

Benefit Analyst	Human Resources Director	Recruiter
Change Manager	Human Resources Specialist	Trainer
Compensation Manager	Organizational Developer	Vice President, Human Resources
Director of Employee Relations	Payroll Manager	Workforce Diversity Specialist
Human Resources Analyst	Personnel Director	

### CURRICULUM OVERVIEW

#### *Business Core Requirements (33 Credits)*

BUS 101	Financial Accounting	
BUS 200	Managerial Accounting I	-OR-
BUS 250	Accounting Principles	
BUS 206	Management Principles	
BUS 207	Marketing Principles	
BUS 248	Macroeconomics	
BUS 249	Microeconomics	
BUS 342	Business Law	
BUS 410	Financial Analysis	
BUS 411	Corporate Finance	
BUS 426	Strategic Management	
BUS 438	Business Seminar	
MAT 208	Introductory Statistics	-OR-
MAT 209	Probability and Statistics	

Students who major in another discipline may minor in business by earning 21 credits. See catalog ([www.alvernia.edu/catalog/](http://www.alvernia.edu/catalog/)) for minor requirements.

#### *Human Resource Management Major Requirements (21 Credits)*

BUS 305	Accounting Information Systems	-OR-
BUS/CIS 311	Principles of Management Information Systems	
BUS 310	Human Resources Management	
BUS 320	Labor Relations	
BUS 322	Current Issues in Human Resource Management	
BUS/PSY 350	Industrial and Organizational Psychology	
BUS 420	Employment Law	
BUS 427	International Human Resource Management	
BUS 443	Compensation and Benefit Management	

A minor in Human Resource Management (18 Credits) is also available. See catalog for requirements.

#### *Human Resource Management Certificate (24 Credits)*

The certificate program in human resource management meets the needs of the human resource professional by giving a solid foundation in theory, knowledge and practical skills upon which to build a level of expertise in the field. See catalog ([www.alvernia.edu/catalog/](http://www.alvernia.edu/catalog/)) for certificate requirements.

### CONTACT INFORMATION

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