

HUMAN RESOURCE MANAGEMENT MINOR

Organizations and employees both benefit when Human Resource Management (HRM) functions are carried out professionally. There is a need for individuals who know how to match what people can bring to the organization with organizational requirements, incentives, and culture. Human Resource Management professionals work with employees to help them develop their potential. They also are responsible for monitoring and adjusting workplace policies and practices to make sure they are fair and transparent.

Students in the Human Resource Management minor are expected to become members of the Canisius Chapter of the Society for Human Resource Management (SHRM) and/or student members of the Buffalo Chapter of the Labor Employment Relations Association (LERA).

Students majoring in Management and pursuing a minor in Human Resources must complete a minimum of 3 courses (9 credit hours) which are distinct and not counted towards the management major. This includes electives for the management major.

Minors are an important part of the undergraduate curriculum. If students declare a minor by sophomore year, they can usually complete it in a timely manner. Students should work with their advisor to determine if it is possible that the minor can be completed by graduation.

To receive a minor, a student must complete at least 9 credit hours of coursework distinct from their major(s) and from other minors, and students must complete more than 50% of the coursework required for the minor at Canisius. Please note that "ancillary/supporting" courses required for a major may still count as distinct courses as long as the remaining coursework still meets the 30 credit-hours required for a major. For more information about minor policies, please see the Declaring Majors and Minors (<http://catalog.canisius.edu/undergraduate/academics/student-records/declaring-majors-minors/>) page in the catalog.

Curriculum

Students majoring in Management and pursuing a minor in Human Resource Management must complete a minimum of 3 courses (9 credit hours) which are distinct and not counted towards the management major. This includes electives for the management major.

Code	Title	Credits
Required Courses		
MGT 360	Organizational Behavior (Fall) ¹	3
MGT 364	Human Resources Management (Spring) ¹	3
Minor Elective Courses		
Select three of the following (one from each academic discipline- COM, MGT, PSY):		
COM 204	Relational Communication	
COM 206	Introduction to Research Methods	
COM 302	Strategic Communication in Teams (Fall)	
COM 318	Organizational Communication (Fall)	
MGT 353	History of American Capitalism	
MGT 367	Employee and Labor Relations (not offered every academic year)	
MGT 433	Negotiation Theory and Practice	

MGT 460	Ethical Power and Influence for Leaders
MGT 493	Internship in Human Resource Management
PSY 201	Basic Statistics for Behavioral Sciences
PSY 302	Personality Psychology
PSY 320	Cultural Psychology
PSY 329	Leadership and Motivation (Spring)
PSY 395	Assessment in the Behavioral Sciences (Fall)
Total Credits	15

¹ Note, for non-business majors, the course prerequisite, MGT 101, can be waived. Please email the faculty member teaching the course for the waiver. Alternatively, many non-business majors add a minor in Management along with the HR minor. Management majors must complete a minimum of three courses (9 hours) for the HR minor that are distinct from and not counted toward the management major, including electives for the management major.