

HUMAN RESOURCE MANAGEMENT MINOR

Organizations and employees benefit when Human Resource Management functions are carried out professionally. Human Resource (HR) professionals are responsible for a variety of important duties, including recruitment and selection, training and development, performance management, compensation and benefits, employee and labor relations, and legal and regulatory compliance.

There is a great need for students trained in HR. According to the United States Bureau of Labor Statistics, employment of HRM professionals is projected to grow 8 percent from 2023 to 2033, faster than the average for all occupations.

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.

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, 9 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.