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.

Please note, to receive a minor, a student must complete at least 9 credit hours of coursework distinct from their other credentials (i.e., majors, other minors). 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.

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.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>MGT 360</td>
<td>Organizational Behavior (Fall)</td>
<td>3</td>
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<tr>
<td>MGT 364</td>
<td>Human Resources Management (Spring)</td>
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Minor Elective Courses

Select three of the following (one from each academic discipline- COM, MGT, PSY):

- COM 204 Interpersonal Communication
- COM 206 Introduction to Research Methods
- COM 302 Small Group Communication (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)

Total Credits 15

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.