



Human Resource Management School of Business and Economics

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OVERVIEW

The Management major offers Business Administration students the opportunity to prepare for a diverse set of careers which involve supervising employees, guiding decision-making, and administering the support systems essential to the effective operation of the organization. As a part of the management major, students may choose to take courses from the broad-based Organizational Management option, or the more specialized Human Resource Management Option.

HUMAN RESOURCE MANAGEMENT OPTION

The work of the Human Resource Management (HRM) professional encompasses a broad range of activities which affect the relationship between an organization and its employees. HRM professionals may be involved in:

Equal Employment Opportunity * Study and Design of Jobs * Union/Management Relations * Employee Benefit Programs * Training and Career Counseling * Recruiting and Interviewing * Performance Appraisal and Compensation * Development of Work Systems

New challenges along with increased complexity and sophistication will characterize HRM in the coming years. In the private sector, global competitors will continue to put pressure on domestic firms to enhance quality and customer orientation, along with being more productive and controlling costs. In the public sector, shrinking revenues and tighter budgets will impose similar pressures to be more efficient and effective. These and other environmental factors will define both the problems and opportunities facing those who choose careers in Human Resource Management. Among the many challenges you might encounter are:

- rising employee expectations for individual rights and entitlements
- increasing the motivational potential of reward systems without jeopardizing employee acceptance
- capitalizing on the talents of a labor force that is growing more diverse
- globalizing organizations and integrating contributions of employees involved in international operations

In response to your need to work and succeed in a rapidly changing environment, the HRM option is designed to provide you with an interesting, challenging, and comprehensive plan of study within your broad-based Business Administration program. By choosing the HRM option, you will have extensive breadth of exposure to HRM topics, issues, and processes, the opportunity to develop the knowledge and skills that will make it possible to understand, critique, and respond to HRM issues, and the chance to prepare yourself for entry-level human resource jobs, as well as future management positions.

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Related Student Organization: Society for Human Resource Management (SHRM)

SHRM is an opportunity for students interested in Human Resource Management to further develop their understanding of the personnel field. Members are offered a variety of opportunities throughout the school year to meet with other members, faculty, and daily practitioners and professionals. The club is supported by the national SHRM organization, which provides members with up-to-date information on the latest trends, and the resources to further promote professional development. UMD's chapter of SHRM has earned the Society's highest national recognition - The Superior Merit Award - most recently, for the 2001-2002 school year. The award recognizes the accomplishments of the chapter in professional service activities and in providing career development opportunities to its members.