

Human Resource Management



wiu.edu/MandM

Department of Management and Marketing, College of Business & Technology



Program of Study

Human Resource Management (HRM) improves the fit between individuals and organizations. HRM systems work in concert to improve employee performance, retention, satisfaction, and more. Typical career areas are employment recruiting and staffing, training and development, performance management, industrial and labor relations, compensation and benefits, safety and health, and government compliance. Demand for more and better HR professionals will continue to increase as a result of international, economic, demographic, legal, and other trends.

The HRM program provides undergraduate students with the knowledge, skills, and abilities to effectively manage human capital within organizations. Students take a variety of courses in several functional areas including Staffing, Compensation, Legal Compliance, Performance Management, and Training and Development along with courses in broader areas such as Organizational Behavior and General Management. Students may choose from a variety of elective courses as well. The curriculum in WIU's HRM program has been recognized by the Society for Human Resource Management (SHRM) for being aligned with its guidelines. It is strongly recommended that HRM students engage in enrichment activities such as an internship, a study abroad program, or a minor. The HRM major and minor are offered on both the WIU-Macomb and WIU-Quad Cities campuses.

Faculty

Undergraduate classes in WIU's HRM program are delivered using the academic and practitioner expertise of full-time permanent faculty holding an accredited Ph.D. degree and associate faculty who have earned a graduate degree coupled with substantial professional experience in the field. This combination provides HRM students with excellent analytical skills and an exposure to real-world situations, tools, and techniques.

Student Activities

Many students join WIU's student chapter of the Society for Human Resource Management (SHRM is the world's largest professional association devoted to human resource management). The goal of the SHRM student chapter is to further the professional advancement of members by providing leadership opportunities, professional speakers, seminars, company tours, conferences, HR certification review, and several other hands-on experiences. WIU's student chapter has been consistently recognized by SHRM with Merit Awards and Superior Merit Awards.

Special Opportunities

HRM students are highly encouraged to become involved in student organizations such as the student chapter of SHRM as well as with internship programs in various organizations and industries. Along with credit earned toward graduation, these internships provide students with invaluable professional experience and frequently result in full-time employment upon graduation. HRM students are also encouraged to take one of the certification examinations offered by the SHRM prior to graduation in order to further demonstrate to employers that they have a solid understanding of HRM principles and practices.

Scholarships

A number of scholarships from a variety of sources are available on both a competitive and need basis. Detailed information on scholarships is available from the Financial Aid office as well as the College of Business and Technology.

Honors in Human Resource Management

To be eligible for the Centennial Honors College, entering freshmen must have an ACT composite score of at least 28 OR have a 26 or 27 composite ACT and be in the top 15% of their graduating class OR have an ACT composite score of at least 24 and be in the top 10% of their high school graduating class. A comparable SAT score is acceptable. Transfer and current WIU students who wish to join the Honors College (including the Quad Cities Honors Program) must have a 3.4 grade point average on a 4.0 scale based on 12 or more semester hours. Honors credit is given for honors coursework completed at other accredited institutions. To find out more, visit wiu.edu/Honors.

General honors seminars in the humanities, sciences, and social sciences provide students with the opportunity to explore key academic issues with distinguished faculty members. Students in the College of Business and Technology honors program can take HRM classes for honors credit.



Accreditation

The WIU College of Business and Technology is fully accredited by AACSB International – The Association to Advance Collegiate Schools of Business, which ensures that students receive a rigorous, up-to-date professional education. AACSB International is the largest and most prestigious accrediting organization for management education in the world and offers assurance to students that the accredited business school provides a high-level business education.

Career Opportunities

Career opportunities in HRM are exciting, challenging, and rapidly expanding. Typical jobs available within the HRM field include the following:

- Compensation and Benefits Administrator
- Compliance/EEO Officer
- Human Resource Assistant/Generalist
- Human Resource Consultant
- Human Resource Information Systems Specialist
- Human Resource Manager/Director
- Job Analyst
- Labor Relations Specialist
- Performance Management Professional
- Recruiter
- Trainer
- Workforce Planning Manager

Academic Advising

HRM majors and minors are advised by a department-appointed academic advisor. Advisors help students plan their course of study and will advise them each semester. Transfer students from community colleges and other four-year universities will work with the academic advisor to ensure that all requirements are completed.

For More Information

For further information about WIU or to arrange a campus visit, please contact the Admissions office at (309) 298-3157 (Macomb campus) or (309) 762-1495 (Quad Cities campus).



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Department of Management and Marketing

Western Illinois University • Stipes Hall 414
1 University Circle • Macomb, IL 61455-1390
Phone: (309) 298-1535

Western Illinois University–Quad Cities
3300 River Drive • Moline, IL 61265
Phone: (309) 762-9481



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