CSULB: THE BEST HRM PROGRAM

The HRM program in the College of Business Administration offers the student many distinct advantages when compared to programs elsewhere.

1. Class sizes are small promoting active learning and extensive interaction with the faculty.
2. The quality of the faculty is uniformly high. They are in the forefront of their fields and bring practical experience and orientation to enrich a sound conceptual base.
3. The HRM curriculum is recognized by business and industry for the high quality of its graduates. We have one of the only undergraduate HRM degree programs offered in Southern California.
4. The undergraduate curriculum includes a wide variety of courses from each of the functional areas of HR (such as compensation, selection and appraisal, training and development, and labor relations).
5. The College of Business Administration’s Undergraduate and Graduate (MBA) programs are both AACSB accredited.
6. The HRM program is supported by an extensive alumni network active in the HR profession in Southern California. The HRM Advisory Board, made up of some of the top HR professionals in the area, offers the program guidance and support.
7. The HRM Advisory Board spearheads a Job Shadow program for HR students each semester. Organizations such as Boeing, Mattel, the City of Long Beach, and the Port of Long Beach participate.
8. The HRM Advisory Board works actively with the career center at CSULB to assist in job and internship opportunities.
9. An active student group (HRMA = Human Resource Management Association) provides students professional opportunities through workshops and guest speakers.
10. Most importantly, the Faculty sincerely care and are concerned about the student’s education and welfare. Faculty are accessible to students beyond the classroom.

TESTIMONIALS FROM PRACTITIONERS

Our HR department ensures that we have the right staff needed to fulfill the company’s mission. This requires solid practices in the following disciplines: Recruitment and Retention; Compensation and Benefits; Education and Orientation, and Employee Relations. To accomplish this, HR assists with assuring regulatory compliance, staffing plans, implementing aggressive employee recruitment and retention plans, and monitoring employee turnover. HR plays an important role in our organization, especially as a strategic business partner and advocate for our most important assets—our employees!

- Michele Finney, CEO & President, Los Alamitos Medical Center

My degree in HRM helped me prepare for my Human Resources position with Target because I learned the importance of the HR function to a company. In my HRM classes I learned to view the HR role as a voice of fairness and morality when making decisions on behalf of employees. I find myself drawing from HRM class topics including recruiting and hiring, training and development, labor relations, and California labor laws on a daily basis. Group projects and interactive activities prepared me for working on a team and holding my peers accountable for timely work. The most important lesson I learned from my HRM degree is the importance of staying true to what is right and doing what is right for my team.

- Caitlin Cawley, Executive Team Leader of Human Resources, Target, and a recent HRM grad

THE HRM ADVISORY BOARD

The HRM program is supported by the HRM Advisory Board whose membership includes senior HR executives and managers from a cross-section of Southern California business and industry. Among the companies represented are Canon Business Solutions, Inc., American Honda Motor Company, Inc., Annenberg Foundation, California Pizza Kitchen, Long Beach Police Department, Mattel, Inc., Epson Americas, the Port of Long Beach, Orange County Transit Authority, The Boeing Company, Kaiser Permanente, Atkinson, Andelson, Loya, Ruud & Romo (PC), and United Health Care/Pacificare.

HUMAN RESOURCE MANAGEMENT

HRMA, a student chapter of PIHRA (Professionals in Human Resource Association) and SHRM (Society for Human Resource Management) provides HRM students with opportunities for leadership and networking. Taking an active role in HRMA enhances students’ learning and attractiveness to employers. Several scholarships are available through PIHRA. Find out more information and learn how to get involved at: https://www.facebook.com/csulb.hrma

HRM CAREERS AND OPPORTUNITIES

HRM graduates pursue rewarding and satisfying careers, leading to managers of employment, training and development, compensation, labor relations and benefits administration. Career paths lead from functional HR jobs to senior HR management. Our graduates have achieved positions such as Compensation Manager, Director of Human Resources, and Senior Vice President of Human Resources.

Employing companies include Allergan Pharmaceuticals, Fluor Daniel, Unisys, Sony Universal, Mitsubishi Credit Corporation, Memorial Medical Group, Qualex Labs, Orange County Transit Authority, Arrowhead Products, Air Cargo Equipment, Southern California Edison, PacifiCare, Boeing and many other firms.

A MINOR IN HUMAN RESOURCE MANAGEMENT

Department of Management/HRM
California State University, Long Beach
1250 Bellflower Boulevard
Long Beach, CA 90840-8502
(562) 985-4753
Fax: (562) 985-4557

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The Human Resource Management (HRM) courses prepare students for rewarding careers in HRM, a growth profession essential to effective organizations and critical for strategic planning in the dynamic environment of the 21st century.

HRM majors and minors focus on professional careers in HRM or managing people in organizations, selecting from courses in selection and appraisal, compensation, organizational training and development, labor-management relations, leadership, and management of organizational culture & diversity.

The courses offered prepare our students for an entry-level professional HRM position. Careers in HRM range from generalists (responsible for all the functional HR areas such as Training and Development, Compensation, Recruitment and Selection, Labor-Management Relations) or specialists (focusing on a particular HR sub-function such as Recruitment, or Benefits Specialist).

Our graduates are in demand because they have a solid foundation in the concepts and theories of HR and a strong practical, applications viewpoint. The minor offers support to the development of several CSULB major degrees.

THE HUMAN RESOURCE MANAGEMENT DEPARTMENT

THE HUMAN RESOURCE MANAGEMENT MINOR PROGRAM

HRM Minor Requirements
NOTE: non-business majors only—the IS 301 prerequisite requirement is waived for the minor.

Required:
HRM 360: Organizational Behavior
HRM 361: The Human Resource Function

Select 12 units from:
HRM 445: Compensation Administration
HRM 446: Leadership and Motivation in Organizations
HRM 458: Managing Culture and Diversity
HRM 460: Current Issues in H.R. Management
HRM 462: Labor-Management Relations
HRM 463: Organizational Training and Development
HRM 465: Staffing and Performance Management

THE HRM FACULTY

David Abramis, PhD
(University of Michigan)
Professor of HRM.
Teaches organizational behavior, motivation, organization change management, and leadership. Research on motivation and job stress is nationally recognized. Recipient of the 1995 Outstanding Professor Award at CSULB.
Email: dabramis@gmail.com

Josh Arnold, PhD
(University of Illinois)
Professor of HRM.
Teaches organizational behavior and negotiation. Research on negotiation and mediation is nationally recognized. Recipient of the 1998 Outstanding Professor Award in the College of Business Administration at CSULB.
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Vicki Scherwin, PhD
(University of California, Los Angeles)
Assistant Professor of HRM.
Teaches leadership, organizational behavior, and human resources. Research focuses on manager-subordinate relationships and leadership. Advisor to the Human Resources Management Association student organization.
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Judy Strauss, PhD
(University of Iowa)
Professor of HRM/Department Chair.
Teaches human resource management, cultural diversity, and organizational behavior. Research focuses on workplace diversity, personality, and performance ratings. Recipient of 2009 CBA Most Valuable Professor Award.
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Dana Sumpter, PhD
(University of California, Irvine)
Assistant Professor of HRM.
Teaches HRM. Research is on cross-cultural management and social and interpersonal workplace processes. Dissertation on energy at work received several fellowships. Former vice president of human resources.
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Richard Kichline,
(California State University Long Beach)
Adjunct Faculty of HRM.
Teaches HRM. A member of the HR Advisory Board. Manages the HRM Job Shadow Program—a hands-on HRM mentoring program for students.
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Rick Opland
(Michigan State University)
Adjunct Professor of HRM.
Teaches HRM. Faculty Advisor for Human Resource Management Association (HRMA).
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