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: David.Abramis@csulb.edu

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.
Email: Josh.Arnold@csulb.edu

Dana McDaniel, 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.
Email: Dana.McDaniel@csulb.edu

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.
Email: Vicki.Scherwin@csulb.edu

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.
Email: Judy.Strauss@csulb.edu

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.

- Cailin Cawley, Executive Team Leader of Human Resources, Target, and a recent HRM graduate

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.

An active student group (HRMA = Human Resource Management Association) provides students professional opportunities through workshops and guest speakers.

Email: David.Abramis@csulb.edu

Email: Josh.Arnold@csulb.edu

Email: Dana.McDaniel@csulb.edu

Email: Vicki.Scherwin@csulb.edu

Email: Judy.Strauss@csulb.edu

Department of Management/HRM
California State University, Long Beach
1250 Bellflower Boulevard
Long Beach, CA 90840-8502
(562) 985-4753
Fax: (562) 985-4557
http://www.csulb.edu/colleges/cba/mhrm/majors/hrm/

Revised 8/19/2013
UNDERGRADUATE MAJOR

The Human Resource Management (HRM) major option within the Bachelor of Science in Business Administration prepares 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 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 and diversity.

Upon completion of the BS in Business Administration with an HRM concentration, graduates are prepared for an entry-level professional HRM position. Careers in HRM range from generalists (responsible for all 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 degree is widely recognized by Southern California employers and is fully accredited by the American Assembly of Collegiate Schools of Business.

OVERGRADUATE PROGRAM

Core CBA Requirements for majors:
- CBA 300: International Business
- ACCT 310: Cost Accounting for Managers
- FIN 300: Business Finance
- BLAW 320: Legal and Regulatory Env of Business
- IS 300: Management Information Systems
- IS 301: Business Communications
- IS 310: Business Statistics
- HRM 360: Organizational Behavior
- MGMT 300: Principles of Management and Operations
- MGMT 423: Business Strategy and Policy
- MKTG 300: Marketing

Core HRM Major Requirements:
- HRM 361: The Human Resource Function

Select 15 units from:
- HRM 445: Compensation Administration
- HRM 446: Leadership and Motivation in Organizations
- HRM 458: Managing Organization Culture and Cultural Diversity
- HRM 460: Current Issues in Human Resource Management
- HRM 462: Labor-Management Relations
- HRM 463: Organizational Training and Development
- HRM 465: Staffing and Performance Management
- MGMT 405: International and Comparative Management

Core HRM Minor Requirements: (Select 12 units from the same set of classes needed for the HRM major requirements)

For Non-Business students only (NOTICE: the IS 303 prerequisite requirement is waived for the minor)
- HRM 360: Organizational Behavior
- HRM 361: The Human Resource Function

CURRICULUM:

The First Year Core—seven courses (21 units).
- ACCT 500, FIN 501, MGMT 500, MKTG 500

The Second Year Core—seven courses (21 units).
- ACCT 610: Advanced Cost Acct, Budgeting and Ctl (3)
- FIN 600: Seminar in Business Finance (3)
- HRM 652: Seminar in Human Resources Management (3)
- IS 601: Quant Methods for Managerial Decision Making (3)
- IS 602: Management of Information Systems (3)
- MGMT 647: Seminar in Negotiation and Conflict Mgmt (3)
- MKTG 661: Seminar in Marketing Policies (3)

MBA Specializations require 12 units with at least nine units of graduate course work in one area. The Human Resources Management Specialization includes the following courses:
- HRM 654: Seminar in Negotiation and Conflict Mgmt (3)
- HRM 655: Seminar in Motivation and Organization Change (3)
- HRM 657: Seminar in Leadership Skills (3)

Students with an HRM Specialization can choose to take one 400-level undergraduate functional course (3 units; see the undergraduate program course electives).

MBA Capstone course: GBA 699: Integrated Analysis (3)

GRADUATE PROGRAM: THE MBA WITH HRM SPECIALIZATION

The MBA at CSULB permits students to declare a specialization in one business field. The advantage of an HRM specialization is that it provides a specific focus within a generalist degree. The HRM specialization provides students with the knowledge and skills necessary to be highly effective managers of people. Students will develop their ability to think strategically about human resources and to integrate HR decisions into organizational goals and strategy. Students will understand how to lead and motivate employees through organizational change efforts (Organizational Development) and how to manage conflict and negotiations. The MBA is fully accredited by the American Assembly of Collegiate Schools of Business (AACSB).

The MBA will 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 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 and diversity.

Upon completion of the BS in Business Administration with an HRM concentration, graduates are prepared for an entry-level professional HRM position. Careers in HRM range from generalists (responsible for all 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 degree is widely recognized by Southern California employers and is fully accredited by the American Assembly of Collegiate Schools of Business.

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., Fisher & Phillips, Epson Americas, the Port of Long Beach, Orange County Transit Authority, The Boeing Company, Kaiser Permanente, Atkinson, Andelson, Loyas, Rued & Romo (PC), and United Health Care/Pacificare.

HUMAN RESOURCE MANAGEMENT ASSOCIATION (HRMA)

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: http://www.csulb.edu/org/college/hrma/index.htm.

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, Quadax Labs, Orange County Transit Authority, Arrowhead Products, Air Cargo Equipment, Southern California Edison, PacificCare, Boeing and many other firms.