

CALIFORNIA STATE UNIVERSITY LONG BEACH
COLLEGE OF BUSINESS
HRM Minor Advising

Welcome to the HRM Minor. We look forward to meeting you in our classes, at events, and around the College of Business Administration. We are proud of our fantastic HR curriculum, faculty, and staff.

In addition to your courses, you will have the opportunity to participate in these activities:

- **Job Shadow Program** (facilitated by Professor Kichline) – At the beginning of each semester, your HRM professors will announce the opportunity to participate in the job shadow program. You will have the opportunity to visit a local organization and shadow an HR professional for a day. You can also check on the HRM website home page or contact Professor Kichline (richard.kichline@csulb.edu) directly for more information.
- **The HRMA Student Group** (faculty advisor, Professor Opland) – The student group meets once per week (during 2015, Wednesdays at 12:30) in the CBA. Joining this student group provides you with multiple opportunities: attending and networking with guest speakers, meeting other HRM students, participating in leadership positions, and learning HR-related skills such as building your resume and interviewing. The group also sponsors evening networking events with HR professionals. Such involvement can enhance your overall HR knowledge and experience, as well as job and internship opportunities. (<https://www.facebook.com/groups/hrmacsulb>).

Here is some information to help you choose electives:

- All of our courses are designed to enhance your ability to lead a successful job search and strategically manage your career (see <http://www.csulb.edu/colleges/cba/mhrm/course-descriptions/> for course descriptions). Our outstanding HRM faculty work hard to ensure a quality, cutting edge program, also connecting with our HR Advisory Board in creating progressive course content. After taking your two required classes, you have several elective choices to consider (5 electives for HCA students, and 4 electives for all other students)
- In selecting your electives, you will want to consider what may make the most sense given your Major area. You will also want to consider your career goals. What kind of organization do you want to work for? What kind of job will you be seeking? What is your motivation for pursuing an HR minor? One way to categorize the elective courses is Behavioral versus Functional.

- For example, you may have the goal of finding an HR position in a smaller company (e.g., fewer than 100 employees), or in an entrepreneurial setting (e.g., starting your own business). In such an environment, you will have to “hit the ground running” and be immediately effective at performing basic HR tasks and managing HR programs. With this type of goal, you may choose to take more of the Functional courses.
- As another example, you may have a different goal, such as becoming a training and development professional in your field of choice, or ultimately pursuing a job in more senior level management. Learning more about topics like leadership and diversity management may help you more with this type of career goal. You may prefer to take more Behavioral courses if you are interested in employee behavior..

Functional	Behavioral
HRM 445 – Compensation	HRM 446 – Leadership
HRM 460 – Current Issues*	HRM 458 – Managing Culture & Diversity
HRM 462 – Labor-Management Relations	HRM 460 – Current Issues*
HRM 463 – Training and Development	HRM 463 – Training and Development
HRM 465 – Staffing and Performance	

* The topics covered in our current issues course (HRM 460) may vary. Please email Jessica-Marie.McClintock@csulb.edu if you are interested in finding out more about the topic we are currently covering.