As organizations face an increasingly complex and competitive environment, the management of human capital has become a key strategic focus. With organizations viewing human capital as the most critical and sustainable competitive advantage, the role of human resource management has grown significantly in recent years. The HRM major focuses on strategic understanding of concepts related to workforce planning, development, and management.

### Why UMD

- Curriculum fully aligns with SHRM's HR Curriculum Guidebook and Templates. Throughout the world, 465 programs in 352 educational institutions have been acknowledged by SHRM as being in alignment.
- The alignment ensures students have the opportunity to learn about key issues that human resource management professionals currently face.

### Acquired Skills

- Gain a solid foundation of knowledge in human resource planning and management.
- Learn about recruitment and retention strategies, compensation, employee benefits, training and development, labor relations, collective bargaining, and career planning.
- Develop goals to helping organizations achieve their strategic objectives through their employees.

### Career Possibilities

HRM major is a good choice for students who want a management career with a strong interpersonal focus. Some employers hire human resource generalists, who perform a variety of HR functions, while others hire specialists, who work in areas such as compensation and benefits, recruitment and training, and labor relations.

### Scholarships

Students with a major in LSBE are eligible to apply for more than 120 scholarships, with the total scholarship amount in excess of $200,000 annually.

### Student Clubs

As a chapter of the national Society for Human Resource Management (SHRM), the UMD SHRM Club involves its members in real-life human resources issues and topics. Meetings and activities include mock interviews, resume critiques, guest speakers, and fun networking events with peers and professional organizations.

This club also has a robust mentorship program with the professional SHRM club in Duluth. As a member of the UMD SHRM club, students may sit for the SHRM-CP exam during their final year of studies.
**Faculty Highlights**

The Human Resource Management faculty have received teaching and research awards. Further, all of these faculty have industry experience in the field of human resource management.

Students will be challenged by these highly engaged faculty to push the limits of their understanding of how organizations design and implement the policies and practices that shape employment relationships.

**Requirements**

Freshmen and transfer students are typically admitted as pre-business students for all BBA majors. Admission to candidacy status, which allows access to upper division LSBE classes, typically occurs at the junior level when students have successfully completed all pre-major (pre-candidacy) course requirements and met all of the GPA standards. Students with 2.60 UM and overall, and 2.00 internal and pre-major GPAs, are admitted into the major upon completion of pre-major courses.

**Graduate Report**

Recent UMD Graduates Job Placement Data & Employers

Here's a sampling of positions Human Resources Management B.B.A. grads have attained six months to one year after graduation.

- Training & Human Resources Assistant - AscensionPoint Recovery Services, St. Louis Park, MN
- Human Resources Assistant - Atmosphere Commercial & Interiors, Minneapolis, MN
- Human Resource Analyst - G&K Services, Minnetonka, MN
- Human Resources Coordinator - Hilton, Minneapolis, MN
- Customer Support - Japan Business Systems, Tokyo, Japan
- Recruiter Human Resources Assistant - Minnesota Judicial Branch, St. Paul, MN
- Human Resource Specialist - Wisconsin State Investment Board, Madison, WI

For more data see the [Human Resources Management B.B.A. Graduate Follow-Up Report](http://d.umn.edu/career-internship-services/choosing-major/what-are-recent-grads-doing/graduate-follow-major/management-human-resources)

For ideas about Human Resources Management B.B.A. and other majors visit [Career & Internship Services](https://champ.d.umn.edu/career-internship-services/choosing-major).