

# HUMAN RESOURCE MANAGEMENT

LUC.EDU/SBA

**T**he academic programs offered by Loyola University Chicago's School of Business Administration (SBA) are made stronger by our dynamic location in the heart of Chicago, just off North Michigan—Chicago's Magnificent Mile. Each area of business study has been designed to help you develop the qualities that contribute to a successful career, intellectual growth, and personal satisfaction. In addition to internships, students interact with Chicago's leading businesses through guest speakers, special events and service opportunities.

The SBA is dedicated to Loyola's Jesuit tradition of educating values-based leaders for a rapidly changing global business environment. Class sizes are moderate, and students enjoy substantial personal attention from their professors. Virtually all faculty members have the highest degree in their respective fields and are qualified to teach courses at the undergraduate and the graduate level.

Both the SBA and the Graduate School of Business are accredited by the Association to Advance Collegiate Schools of Business (AACSB) International, the premier accrediting body for schools of business. Less than five percent of business schools worldwide have earned this distinction.

For more information about what's new at Loyola, visit  
**» LUC.edu/undergrad/whatsnew**



*The John Hancock Center, one of Chicago's most recognizable buildings, is located just steps away from Loyola's Water Tower Campus.*

## THE MAJOR

### **BBA in Human Resource Management**

Professionals in human resources and employment relations have a unique opportunity to contribute both to the welfare of fellow employees and to the ability of companies to compete successfully in a global economy. The BBA in Human Resource Management helps students develop strong leadership skills and the technical competencies required to recruit, hire, train, organize, motivate, reward, and evaluate people in work settings. Students in the major:

- Acquire expert knowledge in a wide selection of human resource management courses.
- Gain a global perspective on business practices.
- Challenge existing ethical and social beliefs.
- Develop exceptional leadership skills.
- Participate in an award-winning student chapter of the Society for Human Resources Management, a premier professional association that represents more than 225,000 individual members in 125 countries.
- Join Loyola's extensive and exclusive alumni network.

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## THE MAJOR [CONTINUED]

More than 90% of classes are taught by core faculty members who work full-time at Loyola and who combine practical experience in the business world with a strong reputation for research and scholarship. In addition, HRER faculty members are highly visible, assuming leadership positions in professional organizations at the local, national, and international levels.

Faculty members are committed to providing an education that combines intellectual rigor with practical applicability in real world settings. They want students to emerge from the program with greater critical thinking skills and improved marketability.

### Career Opportunities

The BBA in Human Resource Management offers students an opportunity to pursue a satisfying and well-paid career. Students are prepared for a variety of professional roles, including:

- HR generalist in an office or production facility
- Specialist in global human resources, compensation and benefits, employment relations, employee training and development, or staffing
- Labor Union or third-party neutral professional, such as employment mediator
- Manager or supervisor who can effectively lead people

Loyola's outstanding reputation in the Chicago area, throughout the U.S., and globally provides a career advantage for our graduates. Loyola alumni are working in many of the top corporations and organizations in the Chicago metropolitan area, including USG, Sara Lee, Northern Trust, Harris Bank, Baxter, Abbott, AT&T, Ameritech, GE, Hyatt, Chicago Public Schools, Make-a-Wish, Scotsman-Ice, Marriott, Chicago Tribune, Cook County Government, NAV-International, Panduit, University of Chicago Hospital, City of Chicago, Exelon Corporation, Mercer, and Kraft.

### Career Management Services

Loyola's Career Management Services helps School of Business Administration (SBA) students find internships and jobs, learn job search and interviewing skills, and get coaching to make informed and

satisfying career decisions. In addition, Career Management Services helps Chicago companies meet their recruiting needs.

The SBA enables full-time junior and senior undergraduates to earn academic credit for an internship, while also giving them valuable on-the-job experience. Some interns get paid in addition to or instead of receiving college credit. Recently, paid human resources interns earned an average of \$11.43 per hour. Loyola students have recently interned at:

- Barton Incorporated
- Chicago Children's Museum
- Coverdell
- Knightsbridge
- Premier Credit Union
- Finansure

### The School Of Business Administration

Loyola's School of Business Administration is fully accredited by the Association to Advance Collegiate Schools of Business (AACSB), a distinct advantage for graduates seeking employment. The School of Business Administration is dedicated to Loyola's Jesuit tradition of educating responsible leaders for a rapidly changing global business environment. Class sizes are moderate, and students enjoy substantial personal attention from their professors. Virtually all faculty members have the highest degree in their respective fields and are qualified to teach courses in both the undergraduate program and in the Graduate School of Business.

Many business students choose to study abroad while they earn Loyola credit. The most popular destination is Loyola's John Felice Rome Center in Italy, an American-style campus in the heart of Western Europe. The Beijing Center for Chinese Studies is located just 15 minutes from the center of the city and provides students with a comprehensive education about China. Students may also select from any of Loyola's more than 70 study abroad programs in 34 countries, including opportunities in Europe, Africa, Latin America, Australia, and more.

### Student Business Organizations

Students majoring in human resources are encouraged to join the Human Resources Student Association (HRSA), which is affiliated with the national Society for Human Resource Management (SHRM) and sponsored by SHRM's Northern Illinois chapter. HRSA has three primary functions: to undertake career development activities on current issues and trends in the human resources field; to organize student participation in philanthropic activities that support local non-profit organizations; and to host social and networking events for HRSA members.

Loyola offers its students the opportunity to participate in other business organizations and honor societies. These groups provide

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students with leadership experience, a chance to network with other students and professionals in the field, and a forum to discuss current issues. These organizations may also sponsor service opportunities and help students learn about internship opportunities. For more information about these groups, please visit [LUC.edu/sba/resources.shtml](http://LUC.edu/sba/resources.shtml).

## The Faculty

**Suzu Fox, PhD**, University of South Florida: counterproductive work behavior (CWB), workplace bullying, cross-cultural research on successful professional women

**Dennis J. Nirtaut, MBA**, Clinical Professor: compensation, human resources in healthcare sector

**Dow Scott, PhD**, Michigan State University: incentive pay, compensation, organization commitment, global pay issues, high performance organization, and self-direct work teams

**Patricia Simpson, PhD**, Professor Emeritus, University of Illinois: labor relations, organizational justice, labor markets

**Lamont Stallworth, PhD**, Cornell University: employment law, diversity in the workplace, workplace bullying and dignity in the workplace, and conflict management and alternative dispute resolution

**Linda Stroh, PhD**, Professor Emeritus, Northwestern University: trust in work and life, women in management, international management, older workers

**Arup Varma, PhD**, Rutgers University: performance management, expatriate selection and evaluation, HRM systems in India

## Requirements for the Bachelor of Business Administration (BBA)

In addition to fulfilling the Core Curriculum requirements, business majors must complete:

### Business Courses

Students must complete 14 courses to develop a solid understanding of all areas of business. These courses include two accounting courses, three economics courses, and one course in each of the following areas: business information systems, finance, internship and career planning, legal and regulatory environment of business, marketing, operations management, statistics, and strategic management.

### A Major

To earn a business degree, students must complete at least one of the following majors: accounting, economics, entrepreneurship, finance, human resource management, information systems, international business, management, marketing, operations management, and sport management.

## Major Requirements

In addition to Core Curriculum and business course requirements, students must complete 15 credit hours by taking the following courses:

### REQUIRED COURSES:

*Human Resources and Employment Relations (HREER)*

**HRER 311** Employment Relations

**HRER 375** Principles of Human Resource Management

### ELECTIVE COURSES:

Students must choose three of the following courses:

**HRER 313** Compensation Management

**HRER 317** Human Resource Staffing

**HRER 322** Human Resource Development and Training

**HRER 325** Global Employment Relations

**HRER 329** Global Human Resources and Organizational Behavior

**HRER 364** Negotiations for Human Resource Professionals

## Transfer Credit

The School of Business Administration (SBA) will allow program transfer credit for business courses taken elsewhere at the lower-division level provided such courses are also offered at the lower-division level at Loyola. These lower-division level courses are stipulated by the Association to Advance Collegiate Schools of Business (AACSB), the business school accreditation agency, as follows:

- Principles of Accounting (six credit hours)
- Principles of Economics: Macro and Micro (six credit hours)
- Principles of Marketing (three credit hours)
- Business Statistics (if college algebra is required as a prerequisite) (three credit hours)
- Law and the Regulatory Environment of Business (three credit hours)
- Managing People and Organizations (three credit hours)

Loyola's upper-division requirements in finance, intermediate economics, strategic management, and operations management will not be satisfied by courses taken elsewhere at the lower-division level or without junior or senior standing. Students transferring as juniors or seniors may be allowed to transfer credit of an upper-division course taken at another institution if SBA deems that the subject matter is congruent to a corresponding Loyola course.

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## Core Curriculum

- Focuses on desired knowledge, skills, and values in addition to academic disciplines.
- Includes 45 credit hours of coursework, developing important skills through 10 required areas of knowledge:
  - Important skills include communication, critical thinking, ethical awareness, information literacy, quantitative and qualitative analysis, research methods, and technological literacy.
  - Required areas include college writing seminar(s), artistic knowledge and experience, historical knowledge, literary knowledge, scientific literacy, societal and cultural knowledge, philosophical knowledge, theological and religious studies, and ethics.
- “Values Across the Curriculum” requirements:
  - 12 credit hours completed through the Core, major, or electives, focusing on:
    - Understanding and promoting justice
    - Understanding diversity in the United States and the world
    - Understanding spirituality or faith in action in the world
    - Promoting civic engagement or leadership
- Makes up about one-third of a student’s Loyola academic experience, complemented by the major and electives.
- Incorporates great flexibility with myriad courses from which to choose for each required area. Courses may be completed at any time during a student’s Loyola education.

For more information, please visit

» [LUC.edu/core](https://luc.edu/core)

Information in this brochure is correct as of July 2011.

For the most up-to-date information, visit [LUC.edu/undergrad/academics](https://luc.edu/undergrad/academics)

Loyola is an equal opportunity educator/employer.

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## CONTACT US

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*Preparing people to lead extraordinary lives*