Post-Baccalaureate Undergraduate Certificate
Human Resource Management

The Post-baccalaureate Undergraduate Certificate in Human Resource Management is designed to increase the knowledge and skills of human resource practitioners, to prepare individuals who are seeking employment in the field and to educate persons who desire more knowledge about human resource management.

The program is designed to provide students with an understanding of HRM technology, concepts, and principles to design and implement HRM policies that support an organization’s strategic plan and to develop HRM practices that enhance an organization’s ability to attract, motivate, develop, and retain effective employees. Persons completing the program should have enhanced opportunities for employment in the HRM field.

Students must earn a minimum of 30 semester credit hours to satisfy the certificate requirements, with a minimum of 24 semester credit hours earned at VCU.

For additional information, please visit our website at [http://business.vcu.edu/undergrad](http://business.vcu.edu/undergrad)

**Foundation Courses** - These should be taken first
- MGMT 319 Organizational Behavior
- MGMT 331 Human Resource Management

**Required Courses**
- MGMT 431 Strategic Human Resource Management
- MGMT 433 Compensation Management
- MGMT/INTL 446 International Human Resource Management

* Any prerequisites must also be satisfied
** Requires departmental approval

**Approved Electives (choose five)**
- FIRE/MGMT 444 Occupational Safety, Health and Security
- FIRE 449 Employee Benefit Planning
- MGMT 389 Managerial Skills Development
- MGMT 403 Human Resource Development
- MGMT 420 Labor and Employment Relations
- MGMT 447 Human Resource Information Systems
- MGMT 493 Internship in Management
- PSYC 310 Industrial Psychology
- SCMA 427 Employment Law