

BACHELOR OF ARTS

HUMAN RESOURCE MANAGEMENT

Lewis University Accelerated Programs

The School for Professional and Continuing Education provides adult students an opportunity to complete a college degree with a learner-centered, accelerated delivery format compatible with their needs and lifestyles. Most three semester credit hour courses are completed in five- or eight-week sessions.

The academic focus is on the integration of theory and practice emphasizing application, analysis and synthesis through collaborative learning experiences. Through small class size, group interaction and one's unique life experiences, the classroom becomes a dynamic environment in which each student is an active participant.

Lewis faculty are prepared as teachers, scholars, researchers and practitioners. In the adult classroom, they serve as coaches, role models and facilitators. Faculty hold a master's or doctoral degree, providing a rich blend of academic knowledge in their discipline with practical, professional experience.

Human Resource Management

Today's work environment requires human resource professionals to be key partners in helping organizations achieve their goals. Selecting, developing, and retaining the right individuals for the right jobs are essential to an organization's success. The accelerated undergraduate program in Human Resource Management is designed for working adults. Classes will be offered in the evenings in accelerated eight-week classes, as well as online and in blended (online and face-to-face) formats.

Students in the program will learn the essential functions of the human resources professional, as well as organizational psychology and business concepts, and will demonstrate an understanding of the principles of human resource management. Emphasis will be placed on direct skill development and application, with most classes taught by working professionals.

Program Entrance Requirements

Applicants should be at least 24 years of age; have earned a minimum of 12 semester (18 quarter) hours of transferable credit at a regional accredited post-secondary institution; have earned a minimum of a 2.0 (4.0) cumulative transfer GPA, based on all transferable courses to be considered for admission; and have at least three years of full-time work experience. Credits earned through Prior Learning Assessment cannot be used for satisfying the transfer credit hour requirement for admission into an accelerated degree program.

Degree Requirements

- Successful completion of a minimum of 128 semester credit hours.
- Completion of final 32 semester graded credit hours at Lewis University including four upper division foundation courses and/or major courses (12 semester credit hours).
- Achievement of an overall grade point average of at least 2.00 ("C") for all courses taken at Lewis University and a 2.20 average for the foundation and major area courses.

BACHELOR OF ARTS HUMAN RESOURCE MANAGEMENT

CURRICULUM

General Education

- College Writing I (3)

- College Writing II (3)

- Introduction to Human Communication (3)

- Mathematics (satisfied by Statistics for the Social Sciences) (3)

- Social Science (satisfied by General Psychology) (3)

- Social Science (satisfied by Fundamentals of Macroeconomics) (3)

- Social Science (3)

- Natural Science (3)

- Natural Science (3)

- Three of the following five courses:*
- Fine Arts Requirement (3)

- Culture and Civilization I (3)

- Culture and Civilization II (3)

- Literature Requirement (3)

- Introduction to Philosophy (3)

- Two of the following Mission-based courses must be taken at Lewis:*
- Christian Action and Values (3) OR Ethics (3)

- Cultural Diversity and Intergroup Relations (3)

- Theology (3)

Core Courses

- General Psychology (3)

- Statistics for the Social Sciences (3)

- Social Psychology (3)

- Industrial and Organizational Psychology (3)

- Methods of Research (3)

- Internship in Human Resource Management (3)

Interdisciplinary Support Courses

- Fundamentals of Macroeconomics (3)

- Microeconomics (3)

- Accounting for Managers (3)

- Principles of Management and Leadership (3)

- Business Law I (3)

- Human Resource Management (3)

- Introduction to Information Systems (3)

Electives:

(Select nine hours)

- Personality and Development (3)

- Group Dynamics (3)

- Cross-Cultural Psychology (3)

- Organizational Training (3)

- Organizational Motivation (3)

- Organizational Staffing (3)

- HRM Pre-certification Seminar (3)

- Organizational Leadership (3)

- Organizational Compensation (3)

- Workshop in Psychology (1)

- Workshop in Human Resource Management (1)

Three workshops can replace one elective only.

COURSE DESCRIPTIONS

Core Courses

L6-100 General Psychology: Students are introduced to the study of human behavior and mental processes, with emphasis on the biopsychosocial determinants of behavior. Topics include psychobiology, learning, memory, motivation, development, personality, psychopathology and social behavior.

L6-303 Statistics for the Social Sciences: This course covers the fundamental skills necessary for a complete understanding of statistics as a tool of science. Topics covered include data collection and organization, measures of central tendency, measures of variability, probability, correlation, hypothesis testing, t-tests, analysis of variance, chi-square and nonparametric tests. Prerequisite: LD-115 or equivalent.

L6-360 Social Psychology: A psychological study of human action in relation to the interpersonal environment, this course focuses on the individual as a functioning member of society. Topics covered include attitude formation and change, decision-making, social influences, prejudice, aggression and attraction. Prerequisite: L6-100.

L6-365 Industrial and Organizational Psychology: Students study the application of psychological principles in governmental, non-profit and private sectors. Emphasis is on the understanding of human resource management processes, motivation, communication, leadership, group dynamics, organizational structure and organizational change. Prerequisite: L6-100; L6-360 or LB-200 recommended.

L6-405 Methods of Research: Students gain experience in conducting psychological research, including the formulation of testable hypotheses, experimental design, data collection and analysis, writing of research reports and the ethics of research. Students design, carry out, and write up a research project. This course satisfies the advanced writing requirement for majors in the department. Prerequisites: L6-100 and L6-303.

L6-494 Internship in Human Resource Management: Students participate in supervised, experiential training in private sector, governmental or non-profit organizations for 10 to 12 hours per week (10 to 24 hours per week during the summer session). A research project and report are required. Placement must be arranged and approved by the HRM director prior to registration for the course. This course fulfills the Capstone requirement for HRM and Psychology. Prerequisites: L6-365, LB-360, Senior HRM major and consent of HRM director.

Interdisciplinary Support Courses

LE-200 Fundamentals of Macroeconomics: Basic principles of behavior in producing, consuming and exchanging goods and services are introduced. Students also study supply and demand, business and consumer economics behavior, government's role in economic behavior, and gross national product.

LE-201 Basic Microeconomics: Students learn about the theory of consumer demand, business costs, market structures, elasticity, labor structure, government regulation, international economics, and poverty economics.

LA-120 Accounting for Managers: This course focuses on accounting and financial theory. The entire accounting cycle is covered with an emphasis on a user presentation. Financial statement interpretation and an in-depth examination of balance sheet accounts also receive significant coverage.

LB-200 Principles of Management and Leadership: This course covers the historical development of management, universal functions of management, strategic management, organizational theory, managerial communication and control of operations.

LB-250 Business Law I: This course provides an introduction to law affecting businesses and individual, with a focus on contracts (legality, formality and interpretation, nature and transfer, discharge, breach and remedies) and negotiable instruments (their use and significance).

LB-360 Human Resource Management: Topics covered include personnel recruiting, selection, orientation, placement, training, and development; performance evaluation, wage and salary administration; employee benefits; and safety and health issues. Prerequisite: LB-200.

LG-200 Introduction to Information Systems: Students are introduced to computers and computerized information systems, computer hardware and its uses and interactions; software, software packages and programming languages; the basics of analyzing, and designing business information systems; data communications and networking, distributed data processing and access to the Internet and hands-on uses of microcomputers for spreadsheet and database business applications using the latest, most popular software.

Electives

L6-220 Personality and Development: This survey of the major models of personality and cognitive development includes psychoanalytic, behavioristic, humanistic, cognitive and physiological theories. Emphasis on the interaction of genetic patterns and experiences, the emergence of individual differences and age-related changes in the normal human personality. Prerequisite: L6-100.

L6-276 Workshop in Psychology: This workshop is an intensive focus on an applied area of psychology. Emphasis is on experiential learning and class participation. Students receive a letter grade for the course. It is open to both majors and non-majors. Majors can use up to three workshops to satisfy elective requirements within the major.

L6-277 Workshop in Human Resource Management: This workshop is an intensive examination of an area related to human resource management or organizational psychology. Emphasis is on experiential learning and class participation. Students receive a letter grade for the course. Majors can use up to three workshops to satisfy elective requirements within the major.

L6-280 Group Dynamics: This analysis of interpersonal forces in small groups focuses on theoretical analysis of group formation, communication and leadership processes, and is combined with an examination of group-based change methods for improvement of individual and group behavior. Experiential learning is an important part of this class. Prerequisite: L6-100.

L6-285 Cross-Cultural Psychology: Students explore cultural differences and similarities in basic psychological processes. The course examines cross-cultural content with special emphasis on causes and coping methods for culture shock. A variety of enrichment experiences, including guest speakers, simulations and films, are used. This course satisfies the Illinois Teacher Certification requirement for a Third World course. Prerequisite: L6-100.

L6-366 Organizational Training: This course covers the systems, strategies and practices of effective training in organizations. Emphasis is on understanding the psychological principles that guide the design of successful training methods for entry-level positions to executive management development. The class focuses on the sequence of identifying needs, designing programs and evaluating program outcomes. A case-oriented approach is taken. Prerequisites: L6-100; L6-365 or LB-200 recommended.

L6-367 Organizational Motivation: This study of the theories of work motivation and job satisfaction covers need models, cognitive models, learning models and self-growth models. Emphasis is on practical application of theories in the workplace to increase satisfaction of workers while increasing productivity. Prerequisite: L6-100; L6-360, L6-365 or LB-375 recommended.

L6-368 Organizational Staffing: Students examine the systems, strategies and practices of effective provision for the staff of organizations. Emphasis is on the psychological principles that shape the design of successful recruitment and selection of members of organizations. This includes external searches, as well as internal transfer or promotion. A case-oriented, practical approach is used to aid in skill development. Prerequisite: L6-100; L6-365 or LB-200 recommended.

L6-369 HRM Pre-certification Seminar: This course covers yearly updated national curriculum to orient students to detailed delivery of HRM services. Content covers six major areas of HRM practices. Students have the option of taking the national test for certification. Students share class with working professionals for networking and self-enrichment. Prerequisite: L6-365, LB-360; LB-250 & LB-200 encouraged. Offered: Fall, Spring.

26-371 Organizational Compensation: This course examines basic mechanisms of compensating employees, including determining the worth of jobs through job evaluation, creating incentive plans, and creating benefit packages. Goals include increasing performance and encouraging stability of employment. Issues of pay equity, including comparable worth will be examined. Emphasis will be on practical, case-oriented methods. Prerequisite: 26-100, 26-365 or 61-200 recommended. Offered: As needed.

L6-373 Organizational Leadership: This course covers models of social influence that have been developed to increase the effectiveness of performance within organizations. A situational approach will be used recognizing different styles needed for organizations that differ in size, purpose, staffing makeup and situational circumstances. Exercises will encourage student self-analysis of models that are most effective for their personality and style. Prerequisite: L6-100; L6-365 or LB-200 encouraged.

Note: Material herein is subject to change. See catalog/schedule for prerequisites.

www.lewisu.edu/campuses

Lewis Main Campus

One University Parkway
Romeoville, IL 60446
[Phone] (815) 836-5610

Chicago/De La Salle Institute

3434 S. Michigan Avenue
Chicago, IL 60616
[Phone] (312) 326-1673

Hickory Hills Campus

9634 S. Roberts Road
Hickory Hills, IL 60457
[Phone] (708) 233-9768

Oak Brook Campus

2122 York Road, Suite 170
Oak Brook, IL 60523
[Phone] (630) 573-1740

Shorewood Campus

247 Brookforest Avenue
Shorewood, IL 60404
[Phone] (815) 744-0504

Tinley Park Campus

18501 Maple Creek Drive
Tinley Park, IL 60477
[Phone] (708) 444-3180

For More Information:

Office of Graduate and Adult Admission

One University Parkway, Romeoville, IL 60446-2200
(815) 836-5610, toll-free (800) 897-9000, fax (815) 836-5578
acceleratedprogram@lewisu.edu

Office Hours

M - F, 8:30 a.m. - 5:00 p.m.

