

BACHELOR OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT

Web Site: <https://twu.edu/business/undergraduate-programs-college-of-business/bba-in-human-resource-management/>

Marketable Skills

Defined by the Texas Higher Education Coordinating Board's 60x30 Strategic Plan (<https://reportcenter.highered.texas.gov/agency-publication/miscellaneous/thecb-60x30-strategic-plan/>) as, "Those skills valued by employers that can be applied in a variety of work settings, including interpersonal, cognitive, and applied skills areas. These skills can be either primary or complementary to a major and are acquired by students through education, including curricular, co-curricular, and extracurricular activities."

Core Skills

1. Critical Thinking: B.B.A. HR Specific Application- Problem-solving within human resource management or across functions. General Employment Application- Problem-solving and developing solutions to business issues.
2. Diversity: B.B.A. HR Specific Application- Manage and promote a diverse workforce; Diversity awareness and training. General Employment Application- Manage and promote a diverse workforce.
3. Ethical Reasoning: B.B.A. HR Specific Application- Make human resource decisions in an ethical manner. General Employment Application- Make ethical business decisions.
4. Teamwork: B.B.A. HR Specific Application- Work with others in the human resource department and across the organization. General Employment Application- Work within and across functions in an organization to help it perform at a high level.

Discipline-Based Skills

1. Training and Development: B.B.A. HR Specific Application- Train employees for their current jobs and develop employees for future jobs within the organization General Employment Application- Prepare employees for jobs, so they can perform at a high level.
2. Compensation and Benefits: B.B.A. HR Specific Application-Develop compensation and benefits plans to be competitive in the labor market General Employment Application- Enable the organization to be competitive for talent in the labor market and motivate and retain current employees.
3. Performance Management: B.B.A. HR Specific Application- Develop performance management systems to evaluate the performance of employees. General Employment Application- Evaluate employee performance to help ensure organization-level goals are met.
4. Employment Law: B.B.A. HR Specific Application- Understand employment law to deliver all aspects of human resource management legally. General Employment Application- Assist employees and managers with following labor laws and avoiding labor law-related lawsuits.