



UNIVERSITY OF
BRIDGEPORT

Opening doors. Building futures.



Certificate in Human
Resource Management

“ While I pursued my Bachelor of Science in General Studies Business Concentration degree at UB, I also inquired about the Certificate in Human Resource Management (CHRM). I wanted to obtain the CHRM as well because of my background in the legal industry.

I discovered the course work offered in the certificate program could assist me in being more marketable at my company at the time or transferrable to another. After obtaining my bachelor's degree, along with the CHRM Certificate, I updated my resume and began to realize how much competitive edge I had gained. The UB IDEAL program gave me the opportunity to continue my education and look forward to a broadened career path. If you are looking to pursue the

Certificate in Human Resource Management,

I would be the first to tell you “go for it.”

The staff and instructors were very supportive.

Their support and attentiveness helped me move on to the next step...graduation!”



Alicia Thompson

Certificate in Human
Resource Management
IDEAL Student

The Certificate in Human Resource Management (CHRM) provides opportunities for individuals to develop an in-depth understanding about leadership roles and responsibilities in the human resource arena, strategic and policy development, organizational behavior, and contemporary organizational issues.

The Certificate in Human Resource Management is designed to assist human resource professionals develop the knowledge, methods, and skills necessary to meet the challenges in today's changing workplace and workforce. The Certificate program provides individuals with practical skills in staffing and recruitment, training and development, legal and regulatory requirements, and compensation and benefits management.

To acquire the CHRM individuals must complete five courses (15 Credits) with a grade of "C" or higher; two Required Intro Courses, two Required Advanced Courses, and one Elective Course. At least one Intro Course must be taken prior to enrollment in an Advanced Course or Elective Course.

Required Intro Courses (6 Credits)

MGMT 300 Interpersonal & Group Behavior in Organizations (3 credits)

The student is introduced to behavior in organizations on interpersonal, group and intergroup levels. Group process is examined on both conceptual and experiential levels to enhance understanding of interpersonal and group processes, as well as to test and hone individual interpersonal and group participation skill. Theories of social psychology and group sociology are examined and applied.

MGMT 305 Human Resource Issues in Management (3 credits)

The student is introduced to current theory, research and practice in the management of human resources in organizations. Job design, recruitment, selection, performance feedback, goal setting, training, employee rights, safety, compensation and benefit issues are reviewed within context of their application in the US.

Required Advanced Courses (6 Credits)

MGMT 311 Compensation and Benefits Administration (3 credits)

The student in this course will examine the major foundation programs and skills that undergrid the current practice of Human Resource Management. Theory and method used in the design of compensation systems is explored, interviewing method and skills as applied to data gathering for problem solving or personnel selection, surveys for compensation benchmarking or employee attitude measurement, and development of performance feedback and goal setting (MBO) programs are intensively reviewed. Student projects in program applications are required.

MGMT 340 Conflict & Negotiation (3 credits)

The development of conflict-management and negotiating skills with particular emphasis on achieving effective and efficient outcomes within a global and multi-cultural context. Experiential exercises, readings and discussions will demonstrate various strategies for a broad range of negotiating scenarios, e.g., buyer-seller, management-labor, personal salary increase, cross-national, etc.

Elective Courses (3 Credits, select one)

MGMT 342 Labor Law and Arbitration (3 credits)

Modern labor legislation and its practical impact on present relations between labor management. Increasing role of government through federal statutes and agencies. Historical background, principles, procedures and judicial aspects of arbitration process. Nature and function of arbitration; powers of arbitrator; and arbitration exercises.

PSYC 309 Industrial / Organizational Psychology (3 credits)

The purpose of this course is for individuals to discover how psychological theories and research can be applied in organizational settings to improve individual, team and organizational performance. The application of psychology can be extended to for-profit, not-for-profit and many other organizational settings. Course content will include a broad range of industrial/organizational psychology topics including employee selection, training, performance appraisal, work motivation, communications, consumer behavior and leadership.



IDEAL Program

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