

HUMAN CAPITAL MANAGEMENT, B.S.

Seven Penn State campuses are scheduled for closure after Spring 2027: DuBois, Fayette, New Kensington, Mont Alto, Shenango, Wilkes-Barre, and York. New students are not being admitted at these campuses.

Begin Campus: Any Penn State Campus

End Campus: Harrisburg

Program Learning Objectives

Student Graduates of our Baccalaureate Degree Programs Should Be:

- **Goal 1: Be Effective Communicators**
 - **Objective 1.1:** Convey ideas in a clear, coherent manner in written communication
 - **Objective 1.2:** Present verbally thoughts and ideas in a way that can be clearly understood by a target audience
- **Goal 2: Be Ethically and Socially Responsible**
 - **Objective 2.1:** Be competent in analyzing social and ethical decision-making issues in organizations
- **Goal 3: Be Critical Thinkers**
 - **Objective 3.1:** Graduates should be able to identify company issues (noting timing, magnitude, strategic relevance of the issue from view of target stakeholder), perform and describe analysis with relevant facts/support, provide alternatives (examining the pros/cons of each potential solution), and recommend a solution for the identified issue
- **Goal 4: Have competence in their Discipline**
 - **Objective 4.1:** Demonstrate knowledge of the history and current practices in their major and recognize, recommend, and implement best practices in their areas of specialization

H. Human Capital Management Program: Graduates with a degree in Human Capital Management should possess the skill set required to perform competently as human capital management professionals

- **HCMCA 1.1:** Students will be able to identify applicable key federal employment discrimination laws in context. (MGMT 341)
- **HCMCA 1.2:** Students will be able to apply employee relations and disciplinary frameworks to workplace scenarios. (MGMT 341)
- **HCMCA 1.3:** Students will be able to identify key aspects of compensation system design, regulatory compliance and management. (MGMT 440)
- **HCMCA 1.4:** Students will be able to evaluate benefits programs for compliance, competitiveness, and alignment with employee needs. (MGMT 440)
- **HCMCA 1.5:** Students will be able to assess recruitment and selection practices using evidence based criteria. (MGMT 441)
- **HCMCA 1.6:** Students will be able to appraise performance measurement systems to determine their effectiveness for different performance contexts. (MGMT 443)
- **HCMCA 1.7:** Students will be able to describe group dynamics and explain how they influence group performance. (MGMT 326)
- **HCMCA 1.8:** Students will be able to explain how key motivation theories are applied in the workplace. (MGMT 326)