

**Program Number 10-116-1**  
**Associate Degree in Applied Science**

**ABOUT THE PROGRAM**

If you enjoy structuring and administering programs and policies designed to help employees be productive and safe in the workplace, then human resource administration is a good career for you. Knowing the laws, regulations, and internal policies of an organization and administering them humanely and fairly is the human resource administrator's responsibility. This growing and dynamic field has excellent future career growth potential.

**PROGRAM OUTCOMES**

- Create an organizational workforce plan.
- Develop training programs.
- Examine organizational total rewards programs.
- Incorporate employment law into business practices.
- Facilitate effective employee relations.

**CAREER AND EDUCATION ADVANCEMENT OPPORTUNITIES**

LTC credits transfer to over 30 universities. For more information visit [gotoltc.edu/future-students/transfer](http://gotoltc.edu/future-students/transfer).

**ADMISSION TO DO'S**

- Work with Career Coach to:
  - Submit application and \$30 fee.
  - Submit official transcripts (high school and other colleges).

**PROGRAM TO DO'S**

- Work with Academic Advisor to:
  - Complete an assessment for placement (Accuplacer or ACT).
  - Complete Functional Abilities Statement of Understanding form.
  - Meet to plan your first semester schedule, review your entire plan of study, discuss placement assessment results and complete Program To Do's.

**APPROXIMATE COSTS**

- \$136.50 per credit tuition (WI resident) plus \$7.38 per credit student activity fee. \$10 per credit online fee. Material fee varies depending on course. Other fees vary by program. Visit [gotoltc.edu/financial-aid/tuition-and-fees](http://gotoltc.edu/financial-aid/tuition-and-fees) for details.

**FINANCIAL AID**

This program is eligible for financial aid. Visit [gotoltc.edu/Financial-Aid](http://gotoltc.edu/Financial-Aid) or talk with your Career Coach about how to apply for aid.

**SPECIAL NOTE**

This program is also offered in an online delivery format. Contact an advisor for details.

**CONTACT**

LTC Career Coach  
920.693.1162 • [CareerCoach@gotoltc.edu](mailto:CareerCoach@gotoltc.edu)

Catalog No.	Class Title	Credit(s)
<b>Term 1 (Fall 2019)</b>		
10103191	Word - Level 1	1
10103121	Excel - Level 1	1
10196193	Human Resource Management	3
10449114	Safety in the Workplace	3
		<b>8</b>
<b>Term 2 (Spring 2020)</b>		
10101106	Payroll Applications	2
10196191	Supervision	3
10809198	Introduction to Psychology	3
		<b>8</b>
<b>Term 3 (Summer 2020)</b>		
10801195	Written Communication	3
10116103	Training for Organizations	3
		<b>6</b>
<b>Term 4 (Fall 2020)</b>		
10116105	Recruitment and Retention of Employees	3
10116127	HR Technology	2
10116129	Professional Career Search Techniques	1
		<b>6</b>
<b>Term 5 (Spring 2021)</b>		
10804123	Math with Business Applications	3
10116125	Human Resource Employment Law	3
10809172	Introduction to Diversity Studies	3
		<b>9</b>
<b>Term 6 (Summer 2021)</b>		
10801196	Oral/Interpersonal Communication OR 10801198 Speech (3 cr)	3
10103161	PowerPoint	1
		<b>4</b>
<b>Term 7 (Fall 2021)</b>		
10116107	Labor Relations and Negotiations	2
10116102	Compensation & Benefits Administration	3
10101155	Accounting for Professionals	3
		<b>8</b>
<b>Term 8 (Spring 2022)</b>		
10116124	Strategic Performance Management	3
10116106	Internship--Human Resources OR 10138101 Intro to Global Business OR 10116128 HR Studies	3
10116168	Organizational Development	2
		<b>8</b>
<b>Term 9 (Summer 2022)</b>		
10809195	Economics	3
		<b>3</b>
		<b>TOTAL 60</b>



**ACCOUNTING FOR PROFESSIONALS**...is the study of the information that can be interpreted from financial statements. Students analyze financial statements and apply managerial accounting concepts in an accelerated format. PREREQUISITE: 10804123 Math w Business Applications or CONDITION: 101101 Paralegal program req met

**COMPENSATION AND BENEFITS ADMINISTRATION**...applies the skills and tools necessary to design, implement and manage a compensation and benefits program as a tool for recruitment, retention & performance management of employees.

**ECONOMICS**...provides the participant with an overview of how a market-oriented economic system operates, and it surveys the factors which influence national economic policy. Basic concepts and analyses are illustrated by reference to a variety of contemporary problems and public policy issues. Concepts include scarcity, resources, alternative economic systems, growth, supply and demand, monetary and fiscal policy, inflation, unemployment and global economic issues. COREQUISITE: 10838105 Intro Reading and Study Skills or Reading placement assessment equivalent or CONDITION: 610062 Agribusiness/Financial Basic program admissions met

**EXCEL - LEVEL 1**...introduces the student to spreadsheet features such as creating, saving, editing, navigating, formatting worksheets; entering formulas and functions; working with charts; and developing multiple-sheet workbooks.

**HR TECHNOLOGY**...introduces the learner to the ever-increasing use of technology in the human resource function with special attention paid to mobile computing, social media, human resource information and management systems, cloud computing, and surveying mechanisms.

**HUMAN RESOURCE MANAGEMENT**...applies the skills/tools necessary to effectively value and apply employees' abilities and needs to organization goals. Learners will demonstrate the application of the supervisor's role in contemporary human resources management, impacts of EEOC, writing job descriptions, recruitment, selection, conducting job interviews, orientation, developing policies/procedures, training, performance management, employee counseling/development, and effective use of compensation and benefit strategies.

**HUMAN RESOURCES EMPLOYMENT LAW**...applies the skills/tools necessary to effectively value and apply employees' abilities and needs to organization goals. Learners will demonstrate the legal application of the HR role as it impacts EEOC, writing job descriptions, recruitment, selection, conducting job interviews, orientation, developing policies/procedures, training, performance management, employee counseling/development, and effective use of compensation and benefit strategies.

**INTERNSHIP-HUMAN RESOURCES**...requires students to complete 72 to 216 hours (1 to 3 credits) of performing work in a business/industrial service setting related to their Human Resource program objectives. Students are responsible for seeking and obtaining the internship workstation position. Course requirements include maintaining a log of work activities, identifying and receiving approval from the job supervisor and instructor, and completing a work-related project. Students meet periodically at LTC. CONDITION: Verification of eligibility by instructor coord of Hum Res prog (student must have at least 45 credits of Hum Res prog courses)

**INTRODUCTION TO DIVERSITY STUDIES**...introduces learners to the study of diversity from a local to a global environment using a holistic, interdisciplinary approach. Encourages self-exploration and prepares the learner to work in a diverse environment. In addition to an analysis of majority/minority relations in a multicultural context, the primary topics of race, ethnicity, age, gender, class, sexual orientation, disability, religion are explored. COREQUISITE: 10838105 Intro Reading and Study Skills or Reading placement assessment equivalent

**INTRODUCTION TO PSYCHOLOGY**...introduces students to a survey of the multiple aspects of human behavior. It involves a survey of the theoretical foundations of human functioning in such areas as learning, motivation, emotions, personality, deviance and pathology, physiological factors, and social influences. It directs the student to an insightful understanding of the complexities of human relationships in personal, social, and vocational settings. PREREQUISITE: Reading placement assessment equivalent or COREQUISITE: 10838105 Intro to Reading and Study Skills

**LABOR RELATIONS AND NEGOTIATIONS**...introduces the participant to the history of the labor movement and includes the legal collective bargaining processes while applying the learned skills with case studies, a mock negotiation of a realistic collective bargaining contract, and the simulation of a grievance arbitration.

**MATH WITH BUSINESS APPLICATIONS**...covers real numbers, basic operations, linear equations, proportions with one variable, percents, simple interest, compound interest, annuity, apply math concepts to the purchasing/buying process, apply math concepts to the selling process, and basic statistics with business/consumer applications. PREREQUISITE: 10834109 Pre-Algebra or Math placement assessment equivalent and COREQUISITE: 10838105 Intro Reading and Study Skills or Reading placement assessment equivalent or CONDITION: 610061 Agribusiness/Agronomy Basic program admissions requirements met

**ORAL/INTERPERSONAL COMMUNICATION**...provides students with the skills to develop speaking, verbal and nonverbal communication, and listening skills through individual speeches, group activities, and other projects. COREQUISITE: 10838105 Intro Reading and Study Skills or Reading placement assessment equivalent

**ORGANIZATIONAL DEVELOPMENT**...describes what organizations do and how managers contribute to the success of organizational activities and structures. Organizations and their managers make up a significant portion of our contemporary society and culture. From the technical college down the street to the large multinational companies make and sell the products and services we use every day; organizations touch almost every aspect of our daily lives.

**PAYROLL APPLICATIONS**...introduces students to federal and state payroll laws; calculations for gross and net income; prepare payroll deductions; and maintain payroll records.

**POWERPOINT - LEVEL 1**...introduces the student to the program by planning and creating a presentation, adding media and special effects, and applying advanced formatting to objects. This course is offered in a self-paced format.

**PROFESSIONAL CAREER SEARCH TECHNIQUES**...focuses on the process of researching and pursuing professional Human Resource Management career opportunities. Students will develop resume and cover letter documentation to accurately reflect personal, academic, and professional accomplishments and the connection that these elements have to various positions with employers. Interviewing skills will be a significant aspect of this experience with a focus on interviews for potential internship opportunities.

**RECRUITMENT & RETENTION OF EMPLOYEES**...applies and skills and tools necessary to hire and retain qualified employees. Legal issues, testing, screening, interviewing, selecting and negotiating techniques will be demonstrated and assessed for each learner.

**SAFETY IN THE WORKPLACE**...applies the skills and tools necessary to provide a safe and secure work environment. Each learner will demonstrate the application of safety awareness, federal/state/local compliance, incident investigation and documentation, human relations techniques, safety orientation, inspections, and risk analysis, issues of workplace violence, substance abuse, and health hazards, first aid and CPR, fire and electrical safety, emergency preparedness, and liaison with external agencies.

**STRATEGIC PERFORMANCE MANAGEMENT**...prepares the student to consolidate, analyze, and display data at varying levels of detail in order to make human capital decisions in the workplace. Provides students information they need to enhance employee competencies, establish development plans, evaluate performance, and identify succession scenarios. PREREQUISITE: 10196193 Human Resource Management

**SUPERVISION**...allows the learner to apply the skills and tools necessary to perform the functions of a frontline leader. Students learn the application of strategies and transition to a contemporary supervisory role including day-to-day operations, controlling, staffing, leadership, problem-solving, team skills, motivation, and training.

**TRAINING FOR ORGANIZATIONS**...applies the skills and tools necessary to implement the training cycle of assessment, design, implementation and evaluation. Each learner will develop and present a complete training project based upon adult learning theory and instructional design techniques.

**WORD - LEVEL 1**...introduces the student to word processing features such as creating, saving, editing, navigating, and formatting the content of multi-page documents.

**WRITTEN COMMUNICATION**...teaches the writing process, which includes prewriting, drafting, revising, and editing. Through a variety of writing assignments, the student will analyze audience and purpose, research and organize ideas, and format and design documents based on subject matter and content. Keyboarding skills are required for this course. It also develops critical reading and thinking skills through the analysis of a variety of written documents. PREREQUISITE: 10831103 Intro to College Wrtg or Writing placement assessment equivalent and COREQUISITE: 10838105 Intro Rdg & Study Skills or Reading placement assessment equivalent