

## Program Number 10-116-1 Associate Degree in Applied Science • Varies

### 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

- Define and describe the functions of human resource management and employee relations to include policies, complaints, and harassment issues.
- Administer human resource functions through technology and human resource information systems (HRIS).
- Develop and prepare reports necessary to carry out the functions of the human resource department.
- Provide assistance for the recruitment and retention of employees.
- Manage the interpretation and application of established human resource policies.
- Utilize career development practices.
- Develop and evaluate effective training programs.
- Utilize a variety of compensation and benefit criteria.
- Utilize ethical and legal standards in human resource decision making.
- Communicate clearly and professionally and hear, follow, and give directions in both verbal and written formats.

### ADMISSIONS STEPS

- Work with Admissions Specialist to:
  - Submit application and \$30 fee.
  - Complete an assessment for placement (Accuplacer or ACT).
  - Submit official transcripts (high school and other colleges).
- Meet with program advisor/counselor to discuss program details.

### APPROXIMATE COSTS

- \$132 per credit (resident)
- \$198 per credit (out-of-state resident)
- Other fees vary by program (books, supplies, materials, tools, uniforms, health-related exams, etc.) Visit [gotoltc.edu/financial-aid/tuition-and-fees](http://gotoltc.edu/financial-aid/tuition-and-fees) for details.

### PLACEMENT SCORES

Accuplacer/ACT scores will be used to develop your educational plan. Contact your program advisor/counselor for details.

### SPECIAL NOTE

This program is also offered in an on-line delivery format. Contact an advisor for details.

### 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).

### CONTACT

Tanya Boettcher, Admissions Specialist  
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Catalog No.	Class Title	Credit(s)
<b>Term 1</b>		
10103181	Word 2013-Level 1	1
10103131	Excel 2013-Level 1	1
10196193	Human Resource Management	3
10116105	Recruitment and Retention of Employees	3
10104109	Customer Service Techniques	2
10196136	Safety in the Workplace	3
10801195	Written Communication OR	3
	10801136 English Composition 1	
		<b>16</b>
<b>Term 2</b>		
10101106	Payroll Applications	2
10196191	Supervision	3
10116125	Human Resource Employment Law	3
10116127	HR Technology	2
10116131	Organizational Health and Wellness	2
10116103	Training for Organizations	3
10809198	Introduction to Psychology	3
		<b>18</b>
<b>Term 3</b>		
10804123	Math with Business Applications	3
10105128	Personal Branding	2
10116102	Compensation & Benefits Administration	3
10809195	Economics	3
10809172	Introduction to Diversity Studies	3
10801196	Oral Interpersonal Communication OR	3
	10801198 Speech (3 cr)	
		<b>17</b>
<b>Term 4</b>		
10116124	Strategic Performance Management	3
10116104	Labor Relations and Negotiations	3
10101155	Accounting for Professionals	3
10806112	Principles of Sustainability	3
10116106	Internship--Human Resources OR	3
	10138101 Intro to Global Business OR	
	10116128 HR Studies	
		<b>15</b>
		<b>TOTAL 66</b>

Curriculum and Program Acceptance requirements are subject to change.  
Program start dates vary; check with your advisor/counselor for details.



**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 requirements 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 and performance management of employees.

**CUSTOMER SERVICE TECHNIQUES**...assess participants' skills in customer relations, judgment and business development and provides training in connecting with customers, healing customer relationships, and dealing with customer needs.

**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 equivalent

**EXCEL 2013 - LEVEL 1**...introduces the student to creating, modifying and formatting worksheets; entering formulas and functions; working with charts; and developing multiple-sheet workbooks. This course is offered in a self-paced format.

**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. **PREREQUISITE:** 10105124 Port Intro & 10105126 Career Assess or 10105128 Pers Branding & **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 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. **COREQUISITE:** 10838105 Intro Reading and Study Skills or equivalent

**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 equivalent

**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 equivalent and **COREQUISITE:** 10838105 Intro Reading and Study Skills or equivalent

**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 equivalent

**ORGANIZATIONAL HEALTH AND WELLNESS**...introduces the student to the concepts involved in organizational wellness programs and the impact from a financial and human asset standpoint. Learners will research wellness programs, develop proposed systems for district-based organizations, and calculate projected cost savings from the implementation of these programs. Insurance principles will also be examined by the learner.

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

**PERSONAL BRANDING**...focuses on the importance of developing a strong brand identity for yourself as a professional. As a prospective employee, you are constantly selling yourself from how you talk, walk, dress, your facial expressions, and your body language; people are always forming impressions of you. In this course, you will develop a professional resume, cover letter, practice interview skills, and learn the role of social media in career development.

**PRINCIPLES OF SUSTAINABILITY**...prepares students to develop sustainable literacy, analyze interconnections among physical and biological sciences and environmental systems, summarize effects of sustainability on health and well-being, analyze connections among social, economic, and environmental systems, employ energy conservation strategies to reduce use of fossil fuels, investigate alternative energy options, evaluate options to current waste disposal/recycling in the U.S., and analyze approaches used by your community. **COREQUISITE:** 10838105 Intro Reading and Study Skills or equivalent

**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 2013 - LEVEL 1**...introduces the student to word processing features such as creating, saving, editing, formatting, and printing documents, creating basic diagrams, and applying these concepts to produce usable documents. This course is offered in a self-paced format.

**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 equivalent and **COREQUISITE:** 10838105 Intro Rdg & Study Skills or equivalent