

Bachelor of Applied Arts and Sciences in Human Resources Development

This degree program is designed to equip students with the knowledge and skills necessary to excel as a human resource professional with the ability to prepare employees for future positions as well as retaining and enhancing existing talent. Our courses will help employees develop new attitudes, skills and knowledge to grow as future leaders. Coursework will cover employee training and development, compensation and benefits, ethics and legal issues, performance improvement, emotional intelligence, coaching, succession planning, employee career development and organizational culture and development. This degree will prepare students for roles in a wide range of industries, from business to education. The program is flexible, affordable and 100 percent online. If you have earned or worked toward an Associate of Applied Science (A.A.S.) degree, our innovative BAAS program will provide you with a cost-effective pathway to earning your Bachelor degree. We will accept up to 84 hours of your previous coursework from an accredited institution.

Core Curriculum Courses

See the Core Curriculum Requirements (<https://coursecatalog.tamuc.edu/undergrad/core-curriculum-requirements/>) 42

Professional Development Electives 48

Applied Major Courses

HRCB 301	Principles of Human Resource Development	3
HRCB 310	Training, Recruitment and Staffing	3
HRCB 311	Compensation and Benefits	3
HRCB 315	Dynamics of Organizational Behavior: People, Process, and Performance	3
HRCB 400	Training and Development	3
HRCB 410	Ethics and Legal Issues in Human Resource Development	3
HRCB 411	Conflict Management & Resolution	3
HRCB 420	Fostering Inclusive Workplaces: Diversity and Equity in Human Resources	3
HRCB 450	Career Development, Coaching and Mentorship	3
HRCB 499	Capstone	3

*All Applied Major courses must be completed with the grade of B or higher. All students must complete 36SCH of upper-division coursework at East Texas A&M. No substitutions are allowed for Applied Major courses.

Total Hours 120

First Year

Fall	Hours	Spring	Hours	Summer	Hours
Fall 1		Spring 1		May-Mini	
ENG 1301	3	MATH 1332	3	HIST 1302 (May-Mini)	3
Physical Science Elective ¹	3	MMJ 1307 or PHIL 1301	3	Professional Development Elective	3
Fall 2		Spring 2		Summer 2	
ENG 1302	3	HIST 1301	3	PSCI 2305	3
Visual Performing Arts Elective ²	3	Professional Development Elective	3	Component Area Option ²	3
	12		12		12

Second Year

Fall	Hours	Spring	Hours	Summer	Hours
Fall 1		Spring 1		May-Mini	
PSCI 2306	3	Professional Development Elective	3	Professional Development Elective	3
Professional Development Elective	3	Component Area Option ³	3	Professional Development Elective	3
Fall 2		Spring 2		Summer 2	
Physical Science Elective ¹	3	PSY 2301 or SOC 1301	3	Professional Development Elective	3
Professional Development Elective	3	Professional Development Elective	3	Professional Development Elective	3
	12		12		12

Third Year

Fall	Hours	Spring	Hours	Summer	Hours
Fall 1		Spring 1		May-Mini	
HRCB 301	3	HRCB 310	3	Professional Development Elective	3
Professional Development Elective	3	Professional Development Elective	3	HRCB 315	3
Fall 2		Spring 2		Summer 2	
Professional Development Elective	3	HRCB 311	3	HRCB 400	3
Professional Development Elective	3	Professional Development Elective	3	HRCB 410	3
	12		12		12

Fourth Year	
Fall	Hours
Fall 1	
HRCB 411	3
HRCB 420	3
Fall 2	
HRCB 450	3
HRCB 499	3
12	
Total Hours: 120	

Footnotes:

- ¹ Physical Science Elective: ENVS 103/IS 1315/IS 1317/ASTR 1303
- ² Visual Performing Arts Elective: ART 1301/MUS 1310/THE 1310
- ³ Component Area Option: ART 1301/COMS 1321/MMJ 1307/MUS 1310/ PHIL 1301/PSY 2301/SOC 1301/THE 1310