

HUMAN RESOURCE MANAGEMENT

Objectives

Today's work environment requires human resource professionals to be key partners in helping organizations achieve their goals. Selecting, developing, training, and retaining the right individuals for the right jobs are essential to achieving an organization's success.

This major is an interdisciplinary program housed within the Department of Psychology and designed for students who seek a career in the Human Resource Management field. Students are prepared to handle responsibilities involving recruitment, selection, training, employee engagement, organizational communication, global and cultural effectiveness, and other HRM activities. Opportunities for employment are found in the private sector, not-for-profit organizations, and in state and local government.

Students in the program will learn the essential functions of the human resources professional, as well as organizational psychology and business concepts, and will demonstrate an understanding of the principles of human resource management. Emphasis is placed on direct skill development and application with most courses taught by faculty with applied work experience, including HR. The curriculum is designed to align with the key competencies and content areas identified by the Society for Human Resource Management (SHRM). **In Fall 2024, the HRM program was awarded accreditation by the Accreditation Council for Business Schools and Programs (ACBSP).**

The Human Resource Management major is offered to students in the usual 16-week format. This **traditional** format is offered through the College of Education and Social Sciences.

The Human Resource Management major is also offered in 8-week courses. Courses in this **accelerated** format are designed for those students for whom evening classes are more convenient. Some online and blended (combined online and face-to-face) courses are also offered. The accelerated HRM major is offered through the School of Graduate, Professional, and Continuing Education (<https://catalog.lewisu.edu/undergraduate/graduate-professional-continuing-education/>).

Programs

Bachelor

- Human Resource Management / Bachelor of Arts (<https://catalog.lewisu.edu/undergraduate/education-social-sciences/human-resource-management/human-resource-management-bachelor-arts/>)

Minor

- Human Resource Management / Minor (<https://catalog.lewisu.edu/undergraduate/education-social-sciences/human-resource-management/human-resource-management-minor/>)

Non-Degree

- Human Resource Management / Non-Degree Certificate (<https://catalog.lewisu.edu/undergraduate/education-social-sciences/>)

[human-resource-management/human-resource-management-non-degree-certificate/](#)

Courses

PSYC 10000 - General Psychology (3)

Students are introduced to the study of human behavior and mental processes, with emphasis on the biopsychosocial determinants of behavior. Topics include psychobiology, learning, memory, motivation, development, personality, psychopathology and social behavior.

Attributes: Social Science Gen Ed

Illinois Articulation Initiative (IAI): S6900.

PSYC 10001 - General Psychology: Spanish (4)

Students are introduced to the study of human behavior and mental processes, with emphasis on the biopsychosocial determinants of behavior. Topics include psychobiology, learning, memory, motivation, development, personality, psychopathology and social behavior. Course is taught in Spanish.

PSYC 21100 - Child Development (3)

This course covers biological, cognitive, social and emotional aspects of development during infancy and childhood. Physical and psychological development and the subsequent acquisition of skills at the various stages of childhood are reviewed. The emphasis is on typical behavior.

Prerequisite: PSYC 10000

Attributes: Peace Studies

PSYC 21101 - Child Development in Spanish (4)

This course provides a "critical thinking" approach into basic theories, concepts and principles on Child Development from conception through adolescence. Students will study the physical, neurological, cognitive, psychosocial, moral, language, and aesthetic development of children and the interactive nature of these areas. We will examine developmental theories emphasizing Piaget, Erikson, Freud, Vygotsky and others. Since human development can be greatly influenced by culture, cross-cultural comparisons and observations will be made throughout the course.

PSYC 21200 - Adolescent Development (3)

The developmental processes of pre-pubescence through the progression to emerging adulthood are studied. Research and theory are examined as they pertain to biological, cognitive, social and personality transitions at various stages of development within the family, peer group, educational/school, and work contexts of adolescent life.

Prerequisite: PSYC 10000

Attributes: Peace Studies

Illinois Articulation Initiative (IAI): S6904.

PSYC 21300 - Lifespan Development (3)

This course examines human development from conception through old age. Emphasis is on the biological, physical, cognitive, and social aspects of development.

Prerequisite: PSYC 10000

PSYC 21500 - Adult Development (3)

Behavioral development from early adulthood through old age. Emphasis is on biological, physical, cognitive, social, and personality changes during adulthood. Bereavement, death and related adjustment issues are explored as well.

Prerequisite: PSYC 10000

Attributes: Peace Studies

Illinois Articulation Initiative (IAI): S6905.

PSYC 22000 - Theories of Personality (3)

This survey of the major models of personality includes psychoanalytic, behavioristic, humanistic, cognitive, trait, and physiological theories. Emphasis is on the interaction of genetic patterns and experiences, the emergence of individual differences and age-related changes in personality.

Prerequisite: PSYC 10000

PSYC 24000 - Psychology of Women (3)

An in-depth study of the psychological factors affecting the emotional growth and development of women is presented. Special emphasis is placed on sex-role development and gender similarities and differences. Roles in family and society are also discussed.

Prerequisite: PSYC 10000

Attributes: Peace Studies, Women's Studies

PSYC 24100 - Human Sexuality (3)

Students examine the dynamics of human sexuality, including biological, cultural and psychological aspects. The course focuses on the sources of beliefs and attitudes about sex.

Prerequisite: PSYC 10000

Attributes: Women's Studies

PSYC 26000 - Introduction to Art Therapy (3)

Students are introduced to the field of art therapy and how art can be utilized as a form of psychotherapy. It includes an overview of the history, theories, and foundations of art therapy as well as its application with various populations. Application of art as a means of communication, as well as the healing properties of utilizing art therapy techniques will be emphasized. Issues related to current professional practice and ethical standards will also be addressed. Artistic talent is not required for this course.

Prerequisite: PSYC 10000

PSYC 27500 - Topics in Psychology (3)

This course covers different topics during different terms in order to respond to student interest in areas not covered by regular courses. Material is covered at the introductory level.

Prerequisite: PSYC 10000

PSYC 27600 - Workshop in Psychology (1)

This course is an intensive focus on an applied area of psychology. Emphasis is on experiential learning and class participation. Students receive a letter grade for course. It is open to both majors and non-majors. Majors can use up to three workshops to satisfy elective requirements within the Psychology or HRM major.

Attributes: Workshop/Seminar

PSYC 27620 - Wksp: Data Informed De-escalation: Law Enforcement Encounters Mitigation (1)

This workshop in Justice, Law, and Public Safety Studies covers topics in psychology and methods in conflict resolution/mediation skills that provide students confidence to develop strategies to successfully de-escalate an emotionally charged conflict situation. The workshop encourages an inviting interest and importance to both students and experienced professionals. The workshop focuses on both practical and theoretical issues with an intensive focus on an applied area of psychology and conflict resolution mitigation skills and methods. The emphasis is on experiential learning and class participation. Students receive a letter grade for their course. It is open to both majors and non-majors. Majors can use up to three workshops to satisfy elective requirements within the Criminal Justice, Forensic Criminal Investigation, Psychology, or HRM major. and are open to all interested students at the University.

Attributes: Workshop/Seminar

PSYC 27621 - Wksp: Psychology Career Pathways (1)

This course is an intensive focus on an applied area of psychology. Students will explore the various career paths commonly pursued by psychology majors. Particular emphasis will be placed on how to maximize one's likelihood of being hired for a job or being successfully admitted into a graduate program. Students earn a letter grade for course. It is open to both majors and non-majors. Majors can use up to three workshops to satisfy elective requirements within the Psychology or HRM major.

Attributes: Workshop/Seminar

PSYC 27622 - Wksp: The Art of Perception: How Psychology Shapes What We See (3)

This workshop explores the psychology of visual perception and its critical role in clinical practice, research, and everyday decision making. By analyzing artworks and visual media, participants will examine key psychological concepts such as perceptual filters, cognitive biases, situational awareness, pattern recognition, selective attention, and the influence of emotions on perception. Through discussions, interactive exercises, and hands-on analysis of visual media, students will refine their observational skills, improve their ability to communicate objectively, and gain insight into how mental heuristics shape their perceptions.

Attributes: Workshop/Seminar

PSYC 27700 - Workshop in Organizational Psychology (1)

This course is an intensive examination of an area related to human resource management or organizational psychology. Emphasis is on experiential learning and class participation. Students receive a letter grade for the course. Majors can use up to three workshops to satisfy elective requirements within the Psychology or HRM major.

Attributes: Peace Studies, Workshop/Seminar

PSYC 27713 - Wksp: Developing Difficult Employees (1)

This course is an intensive focus on an applied area of psychology. Students will explore the various career paths commonly pursued by psychology majors. Particular emphasis will be placed on how to maximize one's likelihood of being hired for a job or being successfully admitted into a graduate program. Students earn a letter grade for course. It is open to both majors and non-majors. Majors can use up to three workshops to satisfy elective requirements within the Psychology or HRM major.

Attributes: Workshop/Seminar

PSYC 27800 - Research Experience (1-2)

Students in this course actively participate in an ongoing research project and weekly seminar meetings. Students become familiar with the conceptualization, design and execution of the research project as they assist in research activities of faculty members. Up to three credit hours can be used as electives in the Psychology or HRM major.

Prerequisite: PSYC 10000

PSYC 28500 - Cross-Cultural Psychology (3)

Students explore cultural differences and similarities in basic psychological processes. The course examines cross-cultural content with special emphasis on causes and coping methods for culture shock. A variety of enrichment experiences, including guest speakers, simulations and films, is used. This course satisfies the Illinois teacher certification requirement for a Third World course.

Prerequisite: PSYC 10000

Attributes: Arabic Culture, Chinese Culture, Latin American Studies, Peace Studies, Polish Culture, Russian Culture, Spanish Culture

PSYC 30100 - Women and Leadership (3)

In this course, students will examine the contributions of women leaders along with the barriers and challenges faced by women in leadership. The course will also explore possible solutions to systemic change and will provide students an opportunity to reflect on, and develop, their own leadership abilities. Discussions in the course will center around historical, societal, cultural, and organizational contexts. Prerequisite: PSYC 10000 required, PSYC 36500 or PSYC 37300 recommended. Prerequisite: PSYC 10000

PSYC 30300 - Statistics for the Social Sciences (3)

This course covers the fundamental skills necessary for understanding statistics as a tool of science, with an emphasis on quantitative literacy. Students learn the basics of organizing and describing data (descriptive statistics) and making predictions about large groups from smaller samples of data (inferential statistics). In this course, students learn to enter, analyze, and interpret data via a statistical package. Students learn to critically evaluate data sets and become better consumers of data that they encounter in the real world.

Prerequisite: MATH 11500 or MATH 11900

Attributes: Mathematics General Education

PSYC 30600 - Special Topics in Psychology (3)

In the course students are given the opportunity to study concepts, structures, theories, and/or applications of psychology. Subject matter will vary.

Prerequisite: PSYC 10000

PSYC 30604 - ST: Psychology of Languages (3)

This course provides a theoretical and experiential exploration of the psychology of language. Topics will include language acquisition, cognitive effects of multilingualism, text and discourse processing, and other related areas of language as seen through a cognitive perspective. Prerequisite: PSYC 10000

PSYC 30605 - ST: Selected Topics in Behavioral Neuroscience (3)

Selected Topics in Behavioral Neuroscience is a three-hour survey course that examines a variety of human function and pathologies through the lens of behavioral neuroscience. From the neuroanatomical perspective, human behaviors are explored. The disorders and pathologies (such as dementias, mental illnesses, Parkinson's and Huntington's disease, etc.), that are a result of neuroanatomical difficulties are also addressed in this course along with treatment for these disorders and pathologies. Finally, the dynamics that make us uniquely human, the function purpose of the brain, and the formation of the mind are also studied.

Prerequisite: PSYC 10000

PSYC 30900 - Biological Psychology (3)

This course provides an introduction to basic neuroanatomy and neurophysiology. Particular emphasis will be placed on the central nervous system mechanisms that mediate emotion, cognition, and behavior. Major topics include the structure and organization of the human nervous system, neural conduction and transmission, methods of researching the brain, sensory systems, wakefulness and sleep, emotional behaviors, and the biological bases of psychological disorders. Prerequisite: PSYC 10000

PSYC 31000 - Psychological Testing and Evaluation (3)

Students are introduced to the field of psychometrics, which includes descriptive statistics, reliability, validity and interpretation. Special attention is given to the rationale for testing. Assessment techniques considered include intelligence, personality, performance, aptitude and interest testing.

Prerequisite: PSYC 10000 and PSYC 30300

PSYC 31100 - Domestic Violence (3)

Domestic Violence is endemic in our society. This course will focus on the foundations of domestic violence work, the occurrence of intrafamilial violence, and the treatment of violence as it is experienced by various family members. All issues and topics are considered within a historical and contemporary socio-cultural and political perspective. Special emphasis will be placed on the various epistemological conceptualizations of violence and abuse. This course will prepare a student to receive further training and certification in domestic violence. Prerequisite: PSYC 10000

PSYC 31500 - Research Methods 1 (3)

Students learn the foundational skills required to conduct psychological research, including the formulation of testable hypotheses, various research designs, data collection methods, APA style report writing, and the ethics of research. This course is a requirement for majors and minors in the department.

Prerequisite: PSYC 10000 and PSYC 30300

PSYC 32000 - Abnormal Psychology (3)

This course investigates human behavior along the normal-abnormal continuum. It covers possible causes and treatments of the major types of behavior disorders, as well as issues in diagnosis and classification.

Prerequisite: PSYC 10000

Attributes: Peace Studies

PSYC 32500 - Abnormal Child Psychology (3)

This course investigates behavioral, cognitive and emotional problems of children and adolescents. Diagnosis, etiology and treatment issues are discussed.

Prerequisite: PSYC 10000

PSYC 32600 - Introduction to Child Counseling (3)

This course will introduce students to the specialty area of child counseling. Students will learn theory and its application in clinical counseling techniques. They will participate in the development of the therapeutic relationship and of interventions connected to child and adolescent mental health problems.

Prerequisite: PSYC 10000 and (PSYC 32000 or PSYC 32500)

PSYC 33100 - Theories of Counseling (3)

Course content consists of an overview of counseling theories and therapeutic techniques. Counseling theories will be placed in a historical context, but the majority of the course will cover evidence-based treatments for common mental disorders. Upon successful completion of this course, students will be able to demonstrate their knowledge of major counseling theories by understanding which theoretical approach is most appropriate for clients presenting a variety of different disorders. In addition, students will understand their own values and goals as they pertain to a future career in counseling and psychotherapy, and begin to develop their own theory.

Prerequisite: PSYC 10000

PSYC 33200 - Psychology of Intimate Relationships (3)

This course examines the development, maintenance, and dissolution of romantic relationships. Topics include attraction, attachment, social cognition, communication, interdependence theory, styles and types of love, interpersonal stresses and strains, conflict, and the loss of relationships.

Prerequisite: PSYC 10000

PSYC 33400 - The Psychology of Parenting (3)

This course provides historical, theoretical, and practical perspectives of parenting across various settings, cultures, and developmental domains. Factors of parenting that influence children and adolescent outcomes are examined.

Prerequisite: PSYC 10000

PSYC 34000 - Health Psychology (3)

In this course students use behavioral science to explore the factors that affect health and illness. This class emphasizes the biopsychosocial model of health in contrast to the traditional medical model. Some of the topics that are discussed include pain management, the effects of stress on health, coping with chronic/terminal illnesses, and the doctor-patient relationship.

Prerequisite: PSYC 10000

PSYC 35000 - Forensic Psychology (3)

This course will explore the relationship between psychology and the law. The various specialties of forensic psychology and the role of the psychologist within those specialties will also be addressed. Special emphasis will be given to the exploration and the understanding of the pathology of the criminal mind and behavior.

Prerequisite: PSYC 10000

PSYC 36000 - Social Psychology (3)

Social psychology is the scientific study of interpersonal relationships. In this course, students explore the research methods used by social psychologists to examine issues such as prejudice, aggression, love, persuasion, attitudes and decision-making. These topics and others are applied to social situations such as dating, jury deliberations, business negotiations, and international conflict and peace-keeping efforts.

Prerequisite: PSYC 10000

Attributes: Peace Studies

PSYC 36100 - Multicultural Family and Couples Psychology (3)

This course introduces students to family systems theory and its application. Basic assumptions, major issues, primary theorists, and techniques of major theoretical models of family and couples therapy will be covered. Students will learn preventative and therapeutic approaches to treating specific problems that impede family functioning. Specific attention will be given to issues of diversity and multicultural responsiveness in family and couples therapy.

Prerequisite: PSYC 10000

PSYC 36500 - Industrial and Organizational Psychology (3)

This course focuses on the application of psychological principles to the workplace. In studying these principles, students learn how to enhance human resource processes, and improve employee and organizational outcomes.

Prerequisite: PSYC 10000

Attributes: Peace Studies

PSYC 36600 - Organizational Training (3)

This course covers the systems, strategies and practices of effective training in organizations. Emphasis is on understanding the psychological principles that guide the design of successful training methods for entry-level positions to executive management development. The class focuses on the sequence of identifying needs, designing programs and evaluating program outcomes. A case-oriented approach is taken.

Prerequisite: PSYC 10000

Attributes: Peace Studies

PSYC 36700 - Organizational Motivation (3)

This study of the theories of work motivation and job satisfaction covers need models, cognitive models, learning models and self-growth models. Emphasis is on practical application of theories in the workplace to increase satisfaction of workers while increasing productivity.

Prerequisite: 10000; PSYC 36500 recommended.

Prerequisite: PSYC 10000

PSYC 36800 - Organizational Staffing (3)

Students examine the systems, strategies and practices of effective securing of organizational staff. Emphasis is on the psychological principles that shape the design of successful recruitment and selection of members of organizations. This includes external searches, as well as internal transfer or promotion. A case-oriented, practical approach is used to aid in skill development.

Prerequisite: PSYC 10000

Attributes: Peace Studies

PSYC 36900 - HRM Precertification Seminar (3)

This course covers yearly updated national curriculum to orient students to detailed delivery of HRM services. Content covers six major areas of HRM practices. Students have option of taking national test for certification. Students share class with working professionals for networking and self-enrichment. Typically offered in online format.

Prerequisite: PSYC 36500 and BSAD 36000 and BSAD 25000

PSYC 37300 - Organizational Leadership (3)

This course covers models of social influence that have been developed to increase the effectiveness of performance within organizations. A situational approach will be used that recognizes different styles are needed for organizations that differ in size, purpose, staffing makeup and situational circumstances. Exercises will encourage student self-analysis of models that are most effective for their personality and style.

Prerequisite: PSYC 10000 and (PSYC 36500 or BSAD 20000)

Attributes: Peace Studies

PSYC 41100 - Learning and Behavior (3)

This course provides an introduction to the major concepts and principles involved in human and animal learning. Students will examine the fundamental behavioral processes of classical conditioning, operant conditioning, and observational learning. An emphasis will be placed on applying theoretical ideas to real-world phenomena.

Prerequisite: PSYC 10000

Class Restrictions: Must be enrolled in one of the following Classes: Junior or Senior.

PSYC 41200 - Cognition (3)

This course covers the major pillars of cognitive psychology, including memory, decision making, thinking, problem solving, and more. Students will learn the theories behind these areas, as well as conduct experiments in class to see cognition in action.

Prerequisite: PSYC 10000

Class Restrictions: Must be enrolled in one of the following Classes: Junior or Senior.

PSYC 41300 - Neuropharmacology (3)

Neuropharmacology covers the various classifications of psychoactive drugs and their use in the treatment of psychological disorders.

Non-prescription drugs of abuse are also studied. Aspects of pharmacokinetics are explored including ingestion, absorption, metabolism, and elimination as well as behavioral factors and the impact of drugs on the brain and neurotransmitter functioning. The goal of this course is to introduce students to the basic terminology and models of pharmacokinetics as they relate to the treatment of mental disorders.

Prerequisite: Junior or Senior Psychology major and three courses in Psychology or consent of instructor.

Prerequisite: PSYC 10000

Program Restrictions: Must be enrolled in the following Program: Psychology .

Class Restrictions: Must be enrolled in one of the following Classes: Junior or Senior.

PSYC 41500 - Research Methods 2 (3)

Students will gain experience in conducting psychological research, including the formulation of testable hypotheses, research design, data collection and analysis, writing of research reports, and the ethics of research. Students will design, carry out, and write up a research project. This course satisfies the advanced writing requirement for majors in the department.

Prerequisite: PSYC 31500

Attributes: Experiential Learning Gen Ed

PSYC 42000 - Psychotherapeutic Techniques (3)

Various contemporary psychotherapeutic theories and techniques are reviewed. The client-therapist relationship, basic principles common to most psychotherapies and the ethics of the therapeutic process are presented. This course has a significant experiential component.

Prerequisite: PSYC 10000 and (PSYC 32000 or PSYC 32500)

Class Restrictions: Must be enrolled in one of the following Classes: Junior or Senior.

Attributes: Peace Studies

PSYC 45000 - The Developing Infant (3)

This course provides an in-depth study of theory, research methods, physical, sensory, cognitive, language, and socio-emotional development of infants (0 – 3 years). There will be an emphasis on interactions between maturational processes and environmental factors.

Prerequisite: PSYC 10000

Class Restrictions: Must be enrolled in one of the following Classes: Junior or Senior.

PSYC 49400 - Internship in Human Resource Management (3)

Students participate in supervised, experiential training in private sector, governmental or non-profit organizations for a minimum of 150 hours onsite. A program evaluation project and report are required. Placement must be arranged and approved by the HRM director prior to registration for the course. This course satisfies the capstone requirement for HRM and Psychology. This course also satisfies the advanced writing requirement for the HRM major.

Prerequisite: PSYC 36500 and BSAD 36000

Program Restrictions: Must be enrolled in the following Program: Human Resource Management .

Class Restrictions: Must be in the following Class: Senior.

Attributes: Experiential Learning Gen Ed

PSYC 49600 - Research in Psychology (3)

In this in-depth experience in research, students design, conduct and analyze a research project in an area of their choice, under the supervision of a faculty member. This course fulfills the Capstone requirement.

Prerequisite: PSYC 41500

Attributes: Experiential Learning Gen Ed

PSYC 49800 - Internship in Psychology (3)

This course provides students with supervised training experiences outside the University 10 to 12 hours per week (20 to 24 hours during the summer). Placement and site arrangements must be approved and completed prior to registration. Prerequisites: Consent of the Instructor

Program Restrictions: Must be enrolled in the following Program:

Psychology .

Class Restrictions: Must be enrolled in one of the following Classes: Junior or Senior.

Attributes: Experiential Learning Gen Ed