

School of Labor and Human resources
Human Resources Management Teaching Program

I .Objectives

The basic task of undergraduate program of Human Resources Management is to meet the needs of China's socialist modernization, cultivate professionals who are moral, intellectual, physical, and all-round developed in the field of Human Resources.

II . Requirements

Political qualified; committed to China's socialist construction; having a solid professional foundation and strong analytical skills to solve problems; and good health, meeting the 'Students Health Standard'.

III .Total Credits: 165 credits

IV. Course Structure and Credits Distribution: 149credits

(一) Compulsory Courses: 101 credits

1. Public courses: 55 credits

Political theory: 8 credits

PE: 4 credits

Psychology: 1 credit

Chinese: 2 credits

English: 14 credits

Math: 16 credits

Computer: 6 credits

National Defense Education: 2 credits

Professional Development and Career Guidance: 2 credits

2. Discipline-based courses: 24 credits; specialized courses: a total of 8, compulsory 22 credits

(二) Elective courses: 48 credits

Grand Auditorium General Education courses: 4 credits

Reading courses: 4 credits

Art courses: 4 credits

Law and politic courses: 2 credits

Management courses: 2 credits

Economic courses: 2 credits

Science courses: 2 credits

Summer school courses: 2 credits

Arbitrary elective course: 6 credits

V.Others 16 credits

1.Scientific Research: In order to foster scientific research ability of students, they should carry on research training under the guidance of teachers and finish a term essay in the third year (about5000 words), 2 credits, in addition to academic activities related to their major. In the first year, students should write reading notes (about 5000 words) for original books, according to which are required to be read by faculty in winter holiday, 2 credits. In the fourth year, students should finish a thesis (8000-10000 words), 4 credits. In this way, we foster identifying and solving problems ability of students, 8 credits in all

2. Practice Teaching: In the second year, students should take part in social practice and social service activities in summer holiday, 2 credits; In the third year, student should carry out a social

survey and write a survey report (about 5000 words), 2 credits; In the fourth year, students should have an internship, 4 credits, 8 credits in all.

VI. Time allocation

See “Professional Teaching Program Form”

Courses of Human Resources Management and Credit Distribution Plan Table (1)

Course Categories	Course Code	Course Title	Credits	Credits Allocation in each term								Category	Credits	
				1	2	3	4	5	6	7	8			
Public courses	PH101102	Basic tenets of Marxism	2	2									Compulsory	8
	MS101109	Mao Zedong Thought, Deng Xiaoping Theory and “Three Represents” Summary	2		2									
	MS101102	Outline of Modern Chinese History	2	2										
	MS101103	Ideological and Moral Cultivation and Legal Base	2	2										
	LA101101	Chinese	2		2								Compulsory	47
	FL101101	English	14	4	4	6								
	IF100117	Calculus C	8	4	4									
	IF100124	Linear algebra C	4			4								
	IF100134	Probability and Statistics C	4				4							
	IF111199	Fundamentals of Computer Application	3	3										
	IF111103	Internet	3			3								
	SD101101	Psychology	1	1										
	147000	PE	4	1	1	1	1							
LP101202	Professional Development and Career Guidance	2							2					
LP101903	National Defense Education	2	2											
Elective courses	Grand Auditorium General Education courses	4										Elective	22	
	Reading courses	4												
	Art courses	4												
	Law and politic courses	2												
	Management courses	2												
	Economic courses	2												
	Science courses	2												
Summer school courses	2													
Arbitrary elective course		6										Elective	6	

Courses of Human Resources Management and Credit Distribution Plan Table (2)

Course Category	Course Code	Course Title	Credits	Credits Allocation in each term								Category	Credits	
				1	2	3	4	5	6	7	8			
Discipline-based courses	LP102501	Western Economics	4		4								Compulsory	24
	LP102502	Statistics	4			4								
	LP102503	Introduction to Psychology	2			2								
	LP102504	Business Management	2			2								
	LP102402	Human Resources Management	4				4							
	LP102401	Social Security	3			3								
	LP102506	Social Survey Methods	3				3							
	BA107503	Financial Management	2					2						
Specialized compulsory courses	LP102601	Job Description	3				3						Compulsory	22
	LP102602	Human Resources Information Management	2					2						
	LP102603	Compensation Management	3						3					
	LP102604	Recruitment and Staffing	2						2					
	LP102605	Training and development	2						2					
	LP102606	Performance Appraisal and management	3							3				
	LP102505	Organizational behavior	4			4								
	LP102507	Labor Economics	3				3							
Specialized selective courses	LP102701	Introduction to sociology	3		3								selective	20
	LP102702	Development and employment	2			2								
	BA102799	Marketing	2				2							
	LP102703	Strategic management	2				2							
	LP102704	Management research method	2				2							
	LP102705	Employee relations management	2					2						
	LP102706	Social insurance	2					2						
	LP102707	Economics of personnel management	2					2						
	BA106799	Accounting	3					3						
	FI104701	Insurance	3					3						
	LP102708	Evaluation of personnel quality	3						3					
	LP102709	Labor law and social security law	3						3					
	LP102710	Organization theory and organization analysis	2						2					

	LP102711	Foreign language	3							3			
	LP102712	Labor policy	2							2			
	LP102713	Corporate culture and cross-culture management	2							2			
	LP102714	Management skills development	2							2			
	LP102715	Employee welfare management	2							2			
	LP102716	Career guidance and career design	2							2			

Courses of Human Resources Management and Credit Distribution Plan Table (3)

Course Category	Course Code	Course Title	Credits	Credits Allocation in each term								Category	Credits	
				1	2	3	4	5	6	7	8			
Scientific Research and Practice Teaching	Scientific Research	LP101802	Reading notes of original books	2						2			Compulsory	16
		LP101801	Term paper	2	2									
		LP101803	Thesis	4								4		
	Practice Teaching	LP101902	Social survey and research	2							2			
		LP101904	Social practice and social service	2					2					
	LP101901	Internship	4							4				

Human Resources Teaching schedule (4)

Weeks	Schooling	National Defense Education	Teaching	Examination	Term paper	Reading notes	Social survey and research	Social practice and social service	Internship	Thesis	Summer school	Holiday	Total
1		17	2									5	
2		17	2									9	
3		17	2									5	
4		17	2					2			4	5	
5		17	2									5	
6		17	2						4			3	
7		17	2				2					5	
8										18			
Total		119	14				2	2	4	18	4	37	