

## **MINOR PROGRAM IN STRATEGIC HUMAN RESOURCES MANAGEMENT (SHRM)**

1. Complete Name of the Certificate / Minor Program offered:

### ***Minor in Strategic Human Resources Management***

Offered by the Leadership and Strategy Dept.

John Gokongwei School of Management

2. Required qualifications/characteristics/credentials of participant:

- 3<sup>rd</sup> year entry open to all six JGSOM major programs, AB European Studies, and AB Management Economics provided they have taken at least 3 units of basic Accounting.
- Screening grade requirement: Minimum grade of B in any of the ff:
  - **L&S 10** - Philippine Business & Economic Environment (or its equivalent L&S 199.1) or L&S 11 - Principles of Management.
  - **L&S 100** - Organizational Behavior
- Grade requirement to obtain certificate of completion: Average of 3.0 in the five (5) courses taken under this program, with no grade lower than C.

3. Objectives:

- To understand more fully the multiple roles and responsibilities of the HR professional in today's world which include:
  - The management of strategic human resources - the HR professional has to align HR and business strategies to ensure overall success of the organizational goals. Therefore, the HR

professional becomes an important strategic partner.

- The management of the firm's infrastructure - the HR professional has to reengineer organizational processes like staffing, training, appraising, rewarding, promoting and otherwise managing the flow of employees. The HR professional ensures that these processes are designed and delivered effectively.
  - The management of employee contribution - the HR professional has to listen and respond to employees and thereby increase employee commitment and capability. Ultimately, the HR professional has to be active and aggressive in developing the organization's intellectual capital – its employees.
  - The management of transformation and change – the HR professional has to create a renewed organization. By being both cultural guardian and cultural catalyst, the HR professional effectively identifies and implements processes for change.
  - To develop and enhance the skills required of competent HR professionals including:
    - Strategic, creative and systems thinking approaches to human resource capital management.
    - Leadership skills in all four levels – personal, interpersonal, managerial, and organizational.
    - Multidisciplinary capabilities in the management of 21<sup>st</sup> century organizations.
4. List of courses required:
- **L&S 129 Work Practicum and Career Development** – 3 units (no prerequisite but actual work assignment must be in the field of HR)
  - **L&S 135 Strategic Human Capital Management** – 3 units (pre-requisite: L&S 100 or simultaneous with L&S 100)

- **L&S 136 Strategic Human Resources Development** – 3 units (pre-requisite: L&S 100 or simultaneous with L&S 100).
- Any two of the following courses:
  - L&S 130 Leadership in the 21<sup>st</sup> Century
  - L&S 131 The Leadership Challenge
  - L&S 132 Leading and Managing Change
  - L&S 133 The 7 Habits of Highly Effective People
  - L&S 134 Principled Negotiations
  - L&S137 Organizational Development
  - L&S 139 Business Ethics & Corporate Social Responsibility
  - L&S 142 Cross Cultural Communications
  - Any Law or Psychology elective focusing on Philippine labor laws or on industrial relations and organization theory as designated by the Dept. Chair or Minor Program Director

Note: The written paper (10 pages minimum) with oral presentation/defense previously required at the end of the minor program will be incorporated as one of the requirements in completing L&S 136 - Strategic Human Resources Development.