Leadership and Human Capital, Minor

The leadership and human capital minor will deepen students' knowledge and skills that are necessary to attract, retain, develop, lead, and manage employees. Employees of a firm are resources for an employer and based on their expertise provide economic value to a firm. Thus, the effective leadership and management of human capital is instrumental to an organization's success. As organizations are seeking new ways of dealing with problems such as globalization, a weak economy, rapidly changing technology, union-management relations, and changing demographics in the workplace, managers and human resources professionals use a wide range of techniques for handling these and other challenges and ensuring that their employees and organizations are competitive and high performing.

Managing human capital is a significant component of the strategic management of an organization. The courses offered in the leadership and human capital minor will expose students to the major issues and challenges in leading and managing a global and increasingly diverse workforce. The courses address the human capital issues all employees face and offers ways to deal with them.

**Minor Requirements**

Complete all courses listed below unless otherwise indicated. Also complete any corequisite labs, recitations, clinicals, or tools courses where specified.

**Organizational Behavior**

ORGB 3201    Organizational Behavior   4

or ORGB 3209  Organizational Behavior

**Managing Human Capital**

MGMT 3420    Managing Human Capital   4

**Electives**

Complete two of the following courses: 8

- MGMT 3302    Negotiating in Business
- MGMT 3330    Developing Leaders for Global Sustainability
- MGMT 3350    Managing a Diverse Workforce
- MGMT 4310    The Management Practices of Great Organizations
- MGMT 4410    Human Resources and Workforce Analytics
- MGMT 4603    Leadership Seminar

**GPA Requirement**

2.000 GPA required in the minor