HUMAN RESOURCES AND ORGANIZATIONAL LEADERSHIP

SCHOOL OF BUSINESS

Work at the Heart of a Company

Employers need leaders who understand that an organization’s people are its most valued resource. In our Human Resources and Organizational Leadership Associate's and Bachelor’s degrees, you’ll gain the knowledge and skills needed to be a successful organizational leader. In today’s changing business environment, human resources professionals need knowledge of the broad field of HR—including law and ethics, compensation and benefits, training and development—as well as leadership skills such as managing organizational changes, communication, conflict management and team building.

With Flex Choice® learning options, choose your blend of traditional courses and online, self-directed assessments at the Associate’s degree level. At the Bachelor’s degree level, take advantage of competency-based education (CBE), which focuses on efficiency and relevancy by combining self-paced courses, project-based assessments, and real-world scenarios.

Your Career in Human Resources and Organizational Leadership

Earning a degree in HROL can help enhance your marketability in a fast-growing field. In fact, national statistics show that earning an Associate’s or Bachelor’s degree—regardless of the field of study—can improve income potential in today’s job market.1 With your skills and our program, you can set yourself apart in the market.

Earn Your Associate's or Bachelor's Degree in Human Resources and Organizational Leadership

<table>
<thead>
<tr>
<th>ASSOCIATE’S DEGREE</th>
<th>BACHELOR’S DEGREE</th>
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<tr>
<td>18 months</td>
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<td>BLS Career Options</td>
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<td>• Human Resources Specialists</td>
<td>• Training and Development Specialists</td>
<td>• Human Resources Managers</td>
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<td>Average Salary by Percentile:</td>
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<td>10th: $34,120</td>
<td>10th: $32,170</td>
<td>10th: $61,300</td>
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<td>50th: $58,350</td>
<td>50th: $58,210</td>
<td>50th: $104,440</td>
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<tr>
<td>Projected New Jobs: 22,000</td>
<td>Projected New Jobs: 18,900</td>
<td>Projected New Jobs: 10,800</td>
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2. Completion time is dependent on transfer credits accepted and courses completed each term.

Bureau of Labor Statistics Growth Forecasts

Our program is designed to help you gain relevant leadership skills employers seek, including:

- **Develop & Evaluate:** Use HR information systems to recruit, select and hire staff while also learning performance management, training and development aspects.
- **Compensation & Benefits:** Practice designing an equitable pay structure and recognize the ways in which compensation and benefits motivate and reward employee practice.
- **Employment Law:** Develop an understanding of legal issues involved in HR management, including labor relations, employee rights, sexual harassment and diversity.
- **Change Management:** Understand the impact of change on an organization and learn how to approach change by exploring a variety of management models and best practices for managing risk.

Our curriculum is fully aligned with the Society for Human Resource Management (SHRM) HR Curriculum Guidebook and academically prepares you to sit for the employer-valued SHRM Certified Professional exam.

### GAIN KEY SKILLS

You can choose the learning format that best fits your lifestyle. The Associate’s degree is available in a fully online or blended format, plus online self-directed assessments can help you save time and money. With Flex Choice®, you can complete your Bachelor’s degree fully online in as few as 18 months in our Bachelor’s degree-completion format, taught through a blend of traditional courses and competency-based education (CBE).* CBE focuses on defined competencies based on critical skills with faculty interaction and graded instruction.

### Entrance Requirements

The HROL Bachelor’s degree is a degree-completion program. To be considered for admission, students must hold a conferred Associate’s degree from an accredited institution as recognized by the Department of Education, or students must have successfully completed 60 quarter or 40 semester credits with a grade of C or higher.

### Achieve Milestones

With our laddered curriculum, you take core courses right away so you can engage in human resources and business concepts while earning a Certificate in Business. Then you’re on your way to completing your Associate’s degree in HROL. You can seamlessly transfer your degree credits into our Bachelor’s degree and participate in capstone course projects or an optional internship as well as take part in live interactive lectures to gain firsthand experience as an HR professional.

### Certifications

Our curriculum is fully aligned with the Society for Human Resource Management (SHRM) HR Curriculum Guidebook and academically prepares you to sit for the employer-valued SHRM Certified Professional exam.

### Accreditation

Rasmussen College is accredited by the Higher Learning Commission. For more information, please visit hlcommission.org or call 800-621-7440.

### QUESTIONS?

888-5-RASMUSSEN | rasmussen.edu

*Completion time is dependent on transfer credits accepted and courses completed each term.

To learn more about entrance requirements, contact Rasmussen College to speak with a program manager.

For more information on our graduation rates, median graduate debt levels and other student investment disclosure information, visit rasmussen.edu/SID.