

Human Resource Management Talent Development Program (2023 Edition)

(120206)

I Program Overview

The Human Resources Management major was established in 1981. In 2020, it was approved as a first-class undergraduate program in Hunan Province, and in 2021, it was approved as a first-class undergraduate program at the national level. This major is based on the national regional economic development and the "Three Highs and Four New" strategic requirements of Hunan Province. It relies on the engineering advantages of our university's College of Computer and Communication (Artificial Intelligence Industry College), etc., and actively participates in promoting the construction of new liberal arts majors. This major aims to cultivate high-quality applied talents with socialist core values, possessing solid disciplinary knowledge and professional foundation, demonstrating outstanding digital awareness and thinking abilities, proficient in various digital analysis tools and methods, skilled in using big data for human resource management analysis, and able to effectively design digital human resource operation systems and plans. It also has keen business insight and problem diagnosis and solution capabilities, can accurately identify and respond to the challenges of modern human resource management, and focuses on cultivating professional talents who can deeply integrate digital and intelligent technologies with human resource management to meet the current and future market demands.

II. Training Objectives

This major firmly adheres to the educational orientation of cultivating application-oriented talents, meticulously constructing a theoretical curriculum system that integrates management and engineering and features interdisciplinary subjects, as well as a practical teaching system that progressively develops basic skills, professional skills, and vocational abilities. It has formed a distinctive talent cultivation feature of "high standards, pursuit of innovation, emphasis on practice, and strong capabilities", as well as a "Five-sphere Integrated Plan" innovation-driven talent cultivation model. The aim is to cultivate application-oriented talents who can meet the needs of socialist modernization. These talents should not only achieve all-round development in morality, intelligence, physical fitness, esthetics, and labor, but also possess profound knowledge and skills in management, economics, law, and human resource management. They should have noble professional ethics, strong social responsibility, a healthy physical and mental state, a broad international perspective, and outstanding comprehensive qualities and innovation and entrepreneurship capabilities. They should have acute digital awareness and thinking, excellent business insight and problem-solving skills, proficient mastery of various digital analysis tools and methods, and be able to conduct human resource management analysis using big data, design and implement digital human resource operation systems and plans, and be fully competent in human resource management and operation work in enterprises, government departments, and human

resource service institutions.

Based on the school's goal of talent cultivation, after conducting in-depth research and analysis on the social demand for this major, the professional discipline support, etc., it is expected that students of this major will achieve the following goals within about five years after graduation:

Objective 1: Possess good professional ethics and social responsibility, practice socialist core values, be dedicated to their jobs, and be able to serve enterprises, institutions, government departments, etc., to enhance the organizational performance level and achieve long-term sustainable development.

Objective 2: Systematically master the basic theories and knowledge of modern human resources management, possess critical thinking and innovation capabilities, and be able to apply the professional theories and technical methods of human resources management to effectively solve the challenges in the management of enterprises, government departments, and human resource service institutions in the fields of organizational design, job analysis, human resources planning, recruitment and talent assessment, training and development, performance management, compensation and benefits, and employee relationship management, thereby improving the operational level of human resources management and promoting sustainable development.

Objective 3: Have an innovative spirit, be able to proficiently use digital tools such as big data, cloud computing, and artificial intelligence, carry out human resources management and operation activities, and solve complex human resources management problems, and promote the optimization and innovation of human resources management.

Objective 4: Have strong abilities in knowledge acquisition and reconfiguration, innovative practice, and team communication and collaboration within the professional field, and be able to adapt to the digital operation management environment of enterprises, government departments, and human resources service institutions, and assume the role of a key member or leader in the work team.

Objective 5: Have a global perspective and the awareness, knowledge, and ability to adapt to globalization, understand the global trends of human resources management, be able to master new human resources management knowledge and skills through on-the-job training, self-study, etc., enhancing professional development capabilities, and expand new career development opportunities.

III. Graduation Requirements

1. Professional Knowledge: Be able to apply the basic knowledge of management, economics, psychology, law, and behavioral science to identify and solve complex human resource management problems in organizations.

2. Problem Analysis: Be capable of using the fundamental principles of human resource management and qualitative and quantitative research methods to identify, diagnose, and analyze complex problems in various aspects of talent management within organizations. Combine literature research and practical data to draw effective conclusions.

3. Solution Design: Be able to design systematic and innovative human resource management plans, systems, or processes (such as recruitment systems, compensation plans, performance improvement plans, etc.) for complex organizational and human resource issues, and consider factors such as legality, fairness, employee motivation, organizational culture, and cost-

effectiveness during the design process.

4. Research Skills: Be able to conduct research on human resource management issues based on scientific principles and using standardized methods (such as questionnaire design, interviews, data analysis), including data collection, processing, analysis, and interpretation. Through information synthesis, reach reasonable and effective conclusions to support management decisions.

5. Use of Modern Tools: Be capable of selecting and using appropriate information technology tools, human resource data analysis software, and digital platforms to conduct data mining, modeling analysis, process optimization, and decision support for human resource management issues, and understand their limitations.

6. Law and Society: Be able to evaluate the impact of human resource management systems, practices, and complex problem solutions on internal labor relations, employee rights, social harmony, safety, and health within organizations based on relevant background knowledge and national labor laws, regulations, and policies, and understand the social and legal responsibilities that should be borne.

7. Environment and Sustainable Development: Be able to understand and evaluate the impact of human resource management and practices on organizational sustainable development (including talent pipeline construction, employer brand, corporate culture, social reputation, etc.).

8. Professional Ethics: Possess humanistic and social science literacy and a sense of social responsibility, and be able to understand and abide by professional ethics and norms in human resource management practices, adhere to the principles of fairness, impartiality, and confidentiality, and fulfill responsibilities.

9. Individual and Team: Be able to take on the roles of individual, team member, and leader in multi-department and multi-background teams when solving complex human resource management and organizational development problems.

10. Communication: Be able to effectively communicate and exchange with management, business departments, employees, and the public on complex human resource management issues, including writing management systems, analysis reports, and proposal documents, making clear statements and presentations, and conducting negotiations. Have a certain international perspective and be able to communicate and exchange in a cross-cultural context.

11. Project Management: Understand and master project management principles and economic decision-making methods, and be able to effectively apply them in the planning, implementation, and evaluation of human resource projects such as campus recruitment, training system construction, and e-HR system launch.

12. Lifelong Learning: Have the awareness of autonomous and lifelong learning, and be able to continuously pay attention to the latest developments in human resource management theory and practice, and keep learning to adapt to organizational changes and industry development needs.

IV. The Relationship Between Training Objectives and Graduation Requirements

"Training Objectives - Graduation Requirements" Matrix Table

train objective Graduation requirements	Training Objective 1	Training Objective 2	Training Objective 3	Training Objective 4	Training Objective 5
1 Professional Knowledge	•	•	•		
2. Problem Analysis	•	•	•		
3. Solution Design	•	•	•		
4. Research capability			•	•	•
5. Use modern tools		•	•	•	
6. Law and Society	•	•		•	
7. Environment and Sustainable Development	•	•		•	
8 Professional Standards	•			•	
9. Individuals and Teams	•	•		•	
10 Communication	•		•		•
11. Project Management		•	•		
12. lifelong learning	•	•			•

V. Core Disciplines and Major Core Courses

Core disciplines: Business Administration, Economics

Core professional courses: Human Resources Management, Social Security Studies, Management Psychology, Organization and Job Design, Labor Relations and Labor Law, Digital Recruitment and Talent Assessment, Performance Management, Compensation and Benefits, Training and Development, Human Resources Big Data Analysis and Application, Digitalized Human Resources Management, etc.

Number	course type	Course Group
1	General Education Foundation Courses	Mathematics and Natural Sciences (C1), Informatics (C2), Foreign Language (C6), General Education (C7), Quality Development (C8)
2	Professional Foundation Courses	Management Foundation (C3)
3	Professional course	Manage applications (C4)
4	Practical class	Practice (C5), Graduation Project (Thesis) (C9)

The correspondence between course groups and courses is shown in the table.

Cluster	correlated curriculum		ECTS
C1	Advanced Mathematics B (1), Advanced Mathematics B (2), Linear Algebra, Probability Theory and Mathematical Statistics		12
C2	Fundamentals of College Computing, Python Programming		6.5
C3	Management A, Microeconomics C, Macroeconomics C, Accounting A, Statistics A, Organizational Behavior, Human Resource Management A, Financial Management B, Marketing B, Theory of the Firm and Corporate Governance B, Operations Management B, Strategic Management, Employee Career Management, Management Psychology, Social Security Studies		34
C4	Human Resource Management in Enterprises	Labor Relations and Labor Law, Digital Recruitment and Talent Assessment, Compensation and Benefits, Big Data Analysis and Application in Human Resources, Performance Management, Organizational and Job Design, Training and Development, Digital and Intelligent HRM, Management Communication, Corporate Culture, Public Relations, Logistics B, E-commerce B, Strategic Human Resource Planning	27
	Public Sector Human Resource Management	Management Direction: Labor Relations and Labor Law, Digital Recruitment and Talent Assessment, Compensation and Benefits, Big Data Analysis and Application in Human Resources, Performance Management, Organizational and Job Design, Training and Development, Digital and Intelligent HRM, Civil Service Management, Public Administration, Management Communication, Public Relations, Digital Innovation and Entrepreneurship, Video Creativity and Production B	27
C5	National Defense Education and Orientation, Labor Practice, Practice of English Application Ability, Professional Orientation Internship, Comprehensive Practice in Ideological and Political Theory Courses, Social Survey, Human Resource Simulation Case Analysis, Business Etiquette Training, Big Data Analysis and Application in Human Resources Professional Internship, HRM Simulation: Sand Table Exercises, Comprehensive Training in Human Resource Management, Literature Review and Thesis Writing B, Graduation Internship		48
C6	College English (1), College English (2), College English (3), College English (4)		11
C7	Morality and Fundamentals of Law、Basic Principles of Marxism、Outline of Modern and Contemporary Chinese History、An Introduction to Mao Zedong Thought and the Theoretical System of Socialism with Chinese Characteristics、Introduction to Xi Jinping Thoughts on Socialism with Chinese Characteristics for a New Era、Situation and Policy (1) Situation and Policy (2), College Chinese B (with Technical Writing)		16.5
C8	Physical Education (1), Physical Education (2), Physical Education (3), Physical		14

Cluster	correlated curriculum	ECTS
	Education (4), Cultural Literacy Education, Mental Health Education for College Students, Military Theory and National Security Education, Second Classroom, Career Development and Employment Guidance for University Students (1), Career Development and Employment Guidance for University Students (2)	
C9	Graduation Project (Thesis)	28
	Total	197

VI. Academic System and Degree

Duration of study: Four years Degree awarded: Bachelor of Management

VII. Credits

Total credits: 155

Course Category	In-class teaching			Concentrated Practical Teaching Sessions
	General Education Foundation Courses	disciplinary foundation course	specialized courses; major courses	
credit	56	38	27	34
Proportion of total credits	36.13%	24.52%	17.41%	21.94%

VIII. Teaching Schedule

(1) Total Week Allocation Schedule

Item Weeks Semester	Military Training and Admission Education	Course instructi on	Curricul um design	Hard training	Integrated Experiment Week	Intern ship	Labor education	Graduation Project (Thesis)	Graduat ing educatio n	Audit	Engine driven	Curren t week
One	2	14								2	2	20
Two		16		1			1			2		20
Three		17				1				2		20
Four		16	1			1				2		20
Five		16	2							2		20
Six		14	2			2				2		20
Seven		14	2			2				2		20
Eight						3		14	1		2	20
Total	2	107	7	1	0	9	1	14	1	14	4	160

(2) Schedule of Practical Teaching Sessions

Coding	Type	Name	Term	Weeks	Credit
1602000	Military Training and Admission Education	National Defense Education and Orientation	One	2	1
1802000	Labor education	Labor Practice	Two	1	1

0402000	Internship	Practice of English Application Ability	Two	1	1
0702400	Internship	Professional Orientation Internship	Three	1	1
0502001	Practice of Ideological and Political Education Courses	Comprehensive Practice in Ideological and Political Theory Courses	Three	(1)	1
0502002	Social practice	Social Survey	Four	(4)	(4)
0702401	Curriculum design	Human Resource Simulation Case Analysis	Four	1	1
0702002	Internship	Business Etiquette Training	Four	1	1
0702402	Internship	Big Data Analysis and Application in Human Resources	Five	2	2
0702403	Internship	Professional Internship	Six	2	2
0702404	Curriculum design	HRM Simulation: Sand Table Exercises	Six	2	2
0702405	Internship	Comprehensive Training in Human Resource Management	Seven	2	2
0702005	Curriculum design	Literature Review and Thesis Writing B	Seven	2	2
0702406	Internship	Graduation Internship	Eight	3	3
0702407	Graduation Project (Thesis)	Graduation Project (Thesis)	Eight	14	14
Total				34	34

(3) Course Schedule

Course Category	Nature of the course	Course coding	Course title	Cred it	Course Hours			Weekly Class Hours Allocation per Semester								Evaluation mode
					Total	Teach	Experimenta l practice	One	Two	Three	Four	Five	Six	Seven	Eight	
								Week 14	Week 16	Week 17	Week 16	Week 16	Week 14	Week 14		
General Education Foundatio n Courses	obligato ry	Ideological and Political Module														
		0500001	Basic Principles of Marxism	3	48	40	8	4								Test
		0500000	Morality and Fundamentals of Law	2.5	40	32	8		3							Test
		0500002	Outline of Modern and Contemporary Chinese History	2.5	40	32	8			3						Test
		0500003	General Introduction to Mao Zedong Thought and the Theoretical System of Socialism with Chinese Characteristics	2	32	32				2						Test
		0500004	Introduction to Xi Jinping Thoughts on Socialism with Chinese Characteristics for a New Era	3	48	40	8				3					Test
		0500005	Situation and Policy (1)	1.5	24	24		*	*	*	*					Check
		0500008	Situation and Policy (2)	0.5	8	8						*	*			Check
		Mathematics and Natural Sciences Module														
		1000002	Advanced Mathematics B (1)	3.5	56	56		4								Test
		1000003	Advanced Mathematics B (2)	4.5	72	72			5							Test
		1000004	Linear Algebra	2	32	32			2							Test
		1000006	Probability Theory and	2	32	32				2						Test

Course Category	Nature of the course	Course coding	Course title	Credit	Course Hours			Weekly Class Hours Allocation per Semester								Evaluation mode
					Total	Teach	Experimental practice	One	Two	Three	Four	Five	Six	Seven	Eight	
								Week 14	Week 16	Week 17	Week 16	Week 16	Week 14	Week 14		
			Mathematical Statistics													
			Integrated Application Capability Module													
		0400000	College English (1)	3	48	48		4								Test
		0400001	College English (2)	2	32	32			3							Test
		0400002	College English (3)	3	48	48				4						Test
		0400003	College English (4)	3	48	48					4					Test
		0300900	Fundamentals of College Computing	2.5	40	24	16	3								Check
		0500007	College Chinese B (with Technical Writing)	1.5	24	24		2								Check
			Quality Development Module													
		1100000	Physical Education (1)	1	36	32	4	2								Check
		1100001	Physical Education (2)	1	36	32	4		2							Check
		1100002	Physical Education (3)	1	36	32	4			2						Check
		1100003	Physical Education (4)	1	36	32	4				2					Check
		0000000	Cultural Literacy Education (Chinese Culture, Natural Sciences, etc.)	1	16	16										Check
		0000001	Cultural Literacy Education (Public Art)	2	32	32										Check
		1800000	Mental Health Education for College Students	1	16+ (16)	16	(16)		*							Check
		1600000	Military Theory and National Security Education	2	36	24	12		*							Check

Course Category	Nature of the course	Course coding	Course title	Credit	Course Hours			Weekly Class Hours Allocation per Semester								Evaluation mode
					Total	Teach	Experimental practice	One	Two	Three	Four	Five	Six	Seven	Eight	
								Week 14	Week 16	Week 17	Week 16	Week 16	Week 14	Week 14		
		0000002	Second Classroom	*												Check
		Innovation and Entrepreneurship Module														
		0010000	Career Development and Employment Guidance for University Students (1)	1	8+(8)	8	(8)		*							Check
		0010001	Career Development and Employment Guidance for University Students (2)	1	8+(14)	8	(14)						*			Check
		5210000	Innovation and Entrepreneurship Education(1)	1	8+(8)	8	(8)			2						Check
		5210001	Innovation and Entrepreneurship Education (2)	1	8+(8)	8	(8)						2			Check
		Subtotal		56	948+(54)	872	76+(54)	19	15	15	9	0	2	0		
disciplinary foundation course	obligatory	0700000	Management A	2.5	40	40			3							Test
		1900901	Microeconomics C	2.5	40	40			3							Test
		1900902	Macroeconomics C	2	32	32				2						Test
		0700001	Accounting A	2.5	40	40			3							Test
		0700002	Statistics A	2.5	40	40					3					Check
		0700003	Organizational Behavior	2	32	32		2								Check
		0700400	Human Resource Management A	2.5	40	40				3						Test

Course Category	Nature of the course	Course coding	Course title	Credit	Course Hours			Weekly Class Hours Allocation per Semester								Evaluation mode
					Total	Teach	Experimental practice	One	Two	Three	Four	Five	Six	Seven	Eight	
								Week 14	Week 16	Week 17	Week 16	Week 16	Week 14	Week 14		
		0700005	Financial Management B	2.5	40	40					3					Test
		0700006	Marketing B	2	32	32					3					Test
		0700007	Theory of the Firm and Corporate Governance B	2	32	32						3				Test
		0700008	Operations Management B	2.5	40	40							3			Test
		0700024	Strategic Management	2	32	32						2				Test
		0700401	Employee Career Management	2.5	40	32	8				3					Test
		0700402	Management Psychology	2	32	32							3			Check
		0700403	Social Security Studies	2	32	32						3				Test
		0300902	Python Programming	4	64	44	20		4							Test
		Subtotal		38	608	580	28	2	13	5	12	8	6	0	0	
specialized courses; major courses	obligatory	0700404	Labor Relations and Labor Law	2.5	40	40					3					Test
		0700405	Digital Recruitment and Talent Assessment	2.5	40	32	8					4				Test
		0710400	Compensation and Benefits	2.5	40	32	8					4				Test
		0700406	Big Data Analysis and Application in Human Resources	2	32	24	8					3				Check
		0700407	Performance Management	2.5	40	32	8						4			Test
		0700408	Organizational and Job Design	2	32	32							3			Test

Course Category	Nature of the course	Course coding	Course title	Credit	Course Hours			Weekly Class Hours Allocation per Semester								Evaluation mode
					Total	Teach	Experimental practice	One	Two	Three	Four	Five	Six	Seven	Eight	
								Week 14	Week 16	Week 17	Week 16	Week 16	Week 14	Week 14		
		0700409	Training and Development	2.5	40	40								4		Test
		0700410	Digital and Intelligent HRM	2.5	40	24	16						3			Check
		Subtotal		19	304	256	48	0	0	0	3	11	10	4	0	
	Enterprise Direction Elective	0700013	Management Communication	2	32	32								3		Check
		0700415	Corporate Culture	2	32	32							3			Check
		0700018	Public Relations	2	32	32						3				Check
		0700014	Logistics B	2	32	32								3		Check
		0700027	E-Commerce B	2	32	24	8							3		Test
		0700436	Strategic Human Resource Planning	2	32	32							3			Check
	Public Sector Elective	0700422	Civil Service Management	2	32	32								4		Check
		0700423	Public Administration	2	32	32							3			Check
		0700013	Management Communication	2	32	32								3		Check
		0700018	Public Relations	2	32	32						3				Check
		1200948	Video Creativity and Production B	2	32	16	16							4		Check
		0700430	Digital Innovation and Entrepreneurship	2	32	32								4		Check
		Subtotal	Complete at least 8 credits of electives	8	128	104	24	0	0	0	0	3	3	12	0	
		Total		121	1988	1812	176	21	28	20	24	22	21	16	0	

Course Category	Nature of the course	Course coding	Course title	Credit	Course Hours			Weekly Class Hours Allocation per Semester								Evaluation mode
					Total	Teach	Experimental practice	One	Two	Three	Four	Five	Six	Seven	Eight	
								Week 14	Week 16	Week 17	Week 16	Week 16	Week 14	Week 14		
					+(54)		+(54)									

IX. Observation Points and Courses Supported by the Connotation of Graduation Requirements

Graduation requirements	observed point of graduation requirement	The supporting courses
1. Professional Knowledge	1.1 The system has mastered interdisciplinary foundational theories including management science, economics, psychology, law, and behavioral science.	Management A、Microeconomics C、Macroeconomics C、Organizational Behavior、Management Psychology
	1.2 Understand the interconnections among the aforementioned knowledge and construct a comprehensive knowledge framework.	Logistics B、Operations Management B
	1.3 Capable of applying interdisciplinary expertise to accurately identify and evaluate complex human resource management challenges within an organization.	Human Resource Management A、Accounting A、Financial Management B、Marketing B、Advanced Mathematics B (1)、Advanced Mathematics B (2)、Linear Algebra、Probability Theory and Mathematical Statistics
2. Problem Analysis	2.1 Capable of applying fundamental principles of human resource management to identify complex issues in talent management processes.	Human Resource Management A、Management Psychology、Compensation and Benefits、Performance Management、Human Resource Simulation Case Analysis、Comprehensive Training in Human Resource Management
	2.2 Capable of selecting and applying appropriate qualitative and quantitative research methods to diagnose and conduct in-depth analysis of issues.	Microeconomics C、Macroeconomics C、Statistics A、Python Programming、Digital Recruitment and Talent Assessment、Big Data Analysis and Application in Human Resources、Digital and Intelligent HRM、Big Data Analysis and Application in Human

Graduation requirements	observed point of graduation requirement	The supporting courses
		Resources
	2.3 Capable of integrating literature review with practical data to investigate root causes of issues and derive valid conclusions through logical reasoning.	Theory of the Firm and Corporate Governance B、 Logistics B、 Professional Orientation Internship、 Professional Internship、 Literature Review and Thesis Writing B、 Advanced Mathematics B (1)、 Advanced Mathematics B (2)、 Linear Algebra、 Probability Theory and Mathematical Statistics
3. Solution Design	3.1 Capable of designing systematic and innovative HR management solutions, systems, or processes to address complex organizational and human resource challenges.	Human Resource Management A、 Digital Recruitment and Talent Assessment、 Compensation and Benefits、 Human Resource Simulation Case Analysis、 Comprehensive Training in Human Resource Management、 Accounting A、 Financial Management B、 Strategic Human Resource Planning、 Management Communication
	3.2 Capable of holistically evaluating multiple factors during design phases, including legal compliance, fairness, cost-effectiveness, employee motivation, and organizational culture.	Compensation and Benefits、 Accounting A、 Accounting A、 Financial Management B、 Management Communication、 Management Psychology、 Performance Management、 Social Security Studies、 Labor Relations and Labor Law、
	3.3 Possess the ability to translate theoretical proposals into actionable and assessable practical measures, while anticipating their potential implementation outcomes.	Compensation and Benefits、 Strategic Human Resource Planning、 Management Communication、 Theory of the Firm and Corporate Governance B、 Logistics B、 Social Survey、 Graduation Project (Thesis)、 Professional Orientation Internship、 Professional Internship
4. Research capability	4.1 Capable of designing and applying standardized methodologies—including questionnaires, interviews, and data analysis—to investigate human resource management issues based on scientific principles.	Management A、 Management Communication、 Digital and Intelligent HRM、 Human Resource Simulation Case Analysis、 Comprehensive Training in Human Resource Management

Graduation requirements	observed point of graduation requirement	The supporting courses
	4.2 Capable of standardizing the processing, statistical analysis, and reasonable interpretation of collected information and data.	Management Communication、Statistics A、Python Programming、Microeconomics C、Macroeconomics C
	4.3 Capable of synthesizing information to derive research conclusions and provide valuable recommendations and support for management decision-making.	Strategic Human Resource Planning、Theory of the Firm and Corporate Governance B、Performance Management、Social Survey、Graduation Project (Thesis)、
5. Use modern tools	5.1 Understand the principles, functionalities, and applications of commonly used information technologies, data analytics software, and digital platforms in human resource management.	Python Programming、Digital Recruitment and Talent Assessment、Big Data Analysis and Application in Human Resources、Big Data Analysis and Application in Human Resources (internship)、
	5.2 Capable of selecting and applying appropriate digital tools to analyze data, optimize processes, and support decision-making for specific HR management challenges.	Big Data Analysis and Application in Human Resources、Big Data Analysis and Application in Human Resources (internship), Statistics A、Digital and Intelligent HRM、HRM Simulation: Sand Table Exercises
	5.3 Capable of assessing the applicability and limitations of selected tools, and understanding the significance of their outputs for management decision-making.	Python Programming、Digital Recruitment and Talent Assessment、Big Data Analysis and Application in Human Resources、Big Data Analysis and Application in Human Resources (internship), HRM Simulation: Sand Table Exercises、Performance Management、Fundamentals of College Computing、E-Commerce B、Video Creativity and Production B、Graduation Project (Thesis)
6. Law and Society	6.1 Proficient in national labor laws, regulations, policies, and social security systems, with a deep understanding of their legislative intent and social context, enabling objective assessment of how	Social Security Studies, Labor Relations and Labor Law, Civil Service Management, Public Administration、

Graduation requirements	observed point of graduation requirement	The supporting courses
	human resource management practices affect employee rights, labor relations, and social harmony.	
	6.2 In human resource practice decision-making, one should be able to anticipate and manage potential legal and social risks, and understand the social and legal responsibilities to be assumed.	Social Security Studies, Labor Relations and Labor Law, Cultural Literacy Education (Chinese Culture, Natural Sciences, etc.)、 Cultural Literacy Education (Public Art)、 National Defense Education and Orientation、 Comprehensive Practice in Ideological and Political Theory Courses、 Graduation Internship、 Military Theory and National Security Education、 Second classroom, Graduation project (thesis)
7. Environment and Sustainable Development	7.1 Understand the principles of environmental friendliness, social responsibility, and sustainable development, and their guiding significance for modern human resource management. Be able to evaluate the impact of HR practices on organizational sustainability from multiple dimensions, including talent echelon development, employer branding, corporate culture, and social reputation.	Corporate Culture, Marketing B, Public Relations, E-Commerce B
	7.2 Capable of integrating sustainable development principles into human resource planning and decision-making to foster the organization's long-term health and stability.	Operations Management B、 Digital and Intelligent HRM、 Compensation and Benefits、 Strategic Human Resource Planning、 Professional Orientation Internship、 Professional Internship、 Graduation Internship
8. Professional Standards	8.1 Possess solid knowledge in humanities and social sciences, sound values, and a strong sense of	E-Commerce B、 Corporate Culture、 Civil Service Management、 Public Administration、 Employee Career Management、 Digital

Graduation requirements	observed point of graduation requirement	The supporting courses
	social responsibility, with a thorough understanding of the professional ethics, behavioral standards, and confidentiality principles required in human resource management.	Innovation and Entrepreneurship、Business Etiquette Training、Labor Relations and Labor Law、Theory of the Firm and Corporate Governance B
	8.3 Capable of consciously adhering to professional standards in complex human resource management practices, upholding fairness and impartiality, and fulfilling responsibilities.	Civil Service Management、Public Administration、Operations Management B、Career Development and Employment Guidance for University Students (1)、Career Development and Employment Guidance for University Students (2)、Labor Practice、Basic Principles of Marxism、Morality and Fundamentals of Law、Outline of Modern and Contemporary Chinese History、General Introduction to Mao Zedong Thought and the Theoretical System of Socialism with Chinese Characteristics、Introduction to Xi Jinping Thoughts on Socialism with Chinese Characteristics for a New Era、Situation and Policy (1)、Situation and Policy (2)、Comprehensive Practice in Ideological and Political Theory Courses
9. Individuals and Teams	9.1 Capable of clearly defining one's role within cross-departmental and cross-cultural teams, independently executing assigned tasks, and fostering effective collaboration, knowledge sharing, mutual trust, and support to collectively achieve team objectives.	Marketing B、Performance Management、HRM Simulation: Sand Table Exercises、Training and Development、Organizational and Job Design、Management Communication
	9.2 Capable of assuming leadership roles within a team, with strong organizational, coordination, decision-making, and motivational skills.	Training and Development、Organizational and Job Design、Management Communication、Corporate Culture、Organizational Behavior、Digital Innovation and Entrepreneurship、Physical Education(1)(2)(3)(4)、Innovation and Entrepreneurship

Graduation requirements	observed point of graduation requirement	The supporting courses
		Education(1)、Innovation and Entrepreneurship Education(2)、Video Creativity and Production B、National Defense Education and Orientation、Military Theory and National Security Education、Second Classroom、Career Development and Employment Guidance for University Students (1)、Career Development and Employment Guidance for University Students (2)、Labor Practice、Social Survey、Professional Internship
10.Communication	10.1 Capable of addressing complex human resource management issues through report writing, proposal drafting, and clear presentations, with effective communication both within and outside the organization, and adept at facilitating appropriate cross-cultural communication.	Management Communication、Public Relations、Big Data Analysis and Application in Human Resources、Big Data Analysis and Application in Human Resources、HRM Simulation: Sand Table Exercises、Digital Innovation and Entrepreneurship、
	10.2 Capable of tailoring communication strategies and methods to different audiences (e.g., management, employees, or the public) to ensure effective communication.	Management Communication、Public Relations、HRM Simulation: Sand Table Exercises、Business Etiquette Training、Organizational Behavior、College English(1)(2)(3)(4)、College Chinese B (with Technical Writing)、Practice of English Application Ability、Literature Review and Thesis Writing B、Fundamentals of College Computing、Video Creativity and Production B、Labor Practice、Professional Orientation Internship、Professional Internship、Social Survey、Graduation Project (Thesis)
11. Project Management	11.1 Understand and master the fundamental principles, processes, and economic decision-making methods of project management, and apply project management knowledge throughout the	Logistics B、Microeconomics C、Macroeconomics C、Management A、Training and Development、Organizational and Job Design、Digital Recruitment and Talent Assessment

Graduation requirements	observed point of graduation requirement	The supporting courses
	planning, execution, and monitoring of human resources initiatives (e.g., recruitment, training, system implementation).	
	11.2 Capable of conducting effective risk assessment, resource allocation, and outcome evaluation for human resources projects to ensure project objectives are achieved.	Logistics B、Strategic Management、Organizational and Job Design、Big Data Analysis and Application in Human Resources、Big Data Analysis and Application in Human Resources (internship)
12. lifelong learning	12.1 Possess a strong commitment to self-directed and lifelong learning, actively tracking cutting-edge theories and best practices in human resource management, mastering effective learning methods, and demonstrating the ability to acquire information, integrate knowledge, and enhance personal capabilities.	Training and Development、Civil Service Management、Public Administration、Employee Career Management、Big Data Analysis and Application in Human Resources
	12.2 Capable of adapting to internal and external environmental changes, and addressing challenges in organizational transformation and career development through continuous learning.	Training and Development、Strategic Management、Basic Principles of Marxism、Morality and Fundamentals of Law、Outline of Modern and Contemporary Chinese History、General Introduction to Mao Zedong Thought and the Theoretical System of Socialism with Chinese Characteristics、Introduction to Xi Jinping Thoughts on Socialism with Chinese Characteristics for a New Era、Situation and Policy (1)(2)、College English(1)(2)(3)(4)、College Chinese B (with Technical Writing)、Practice of English Application Ability、Mental Health Education for College Students、Physical Education (1)(2)(3)(4)、Innovation and Entrepreneurship Education(1)、Innovation and Entrepreneurship Education(2)、Comprehensive

Graduation requirements	observed point of graduation requirement	The supporting courses
		Practice in Ideological and Political Theory Courses、 Career Development and Employment Guidance for University Students (1)(2)、 Labor Practice

X. Formulation Person and Reviewer

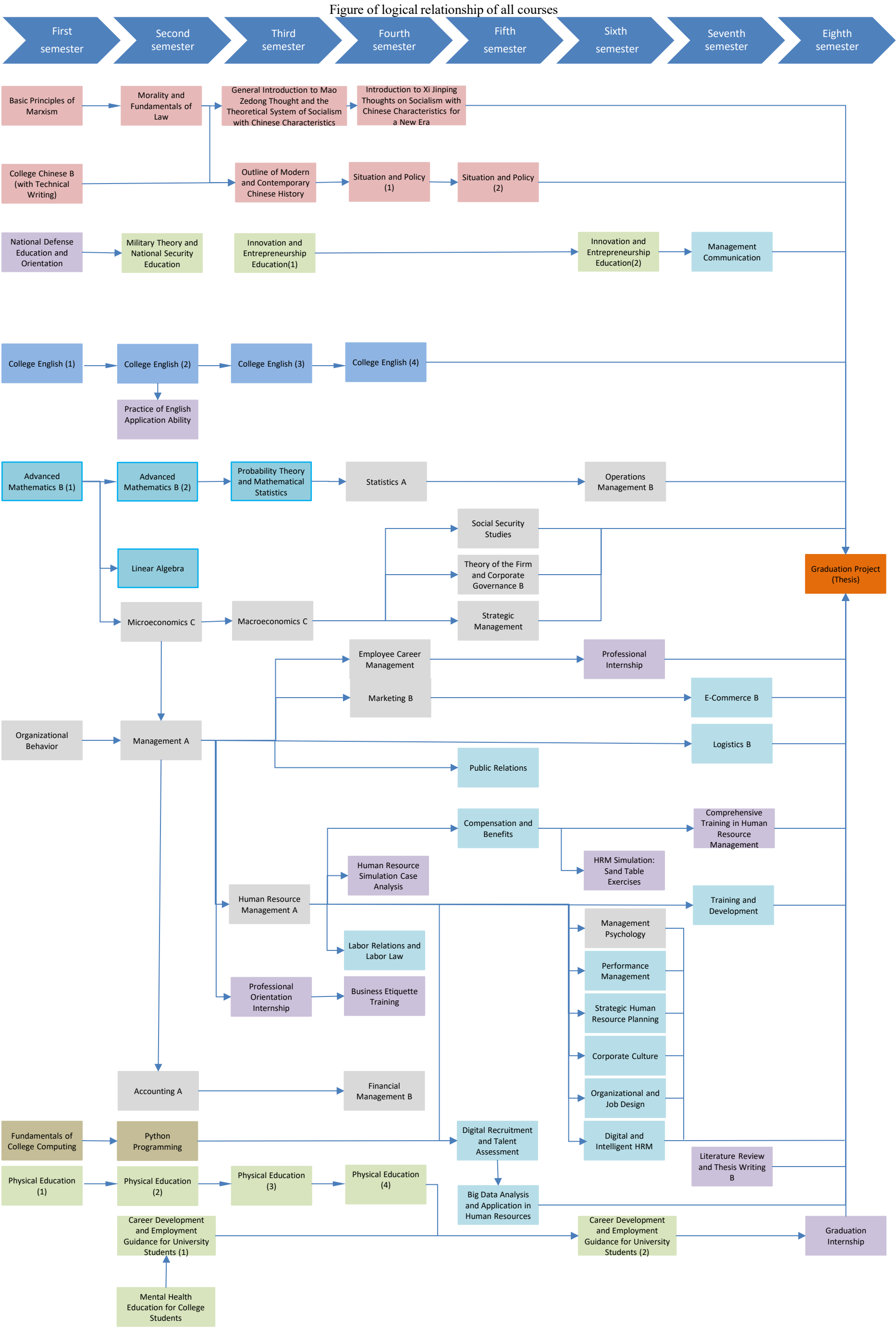
Preparer: Zhang Shimai, Ding Chunsong

Reviewer: Zhang Weimei, Xu Yunbao

11 The Structure Chart of Curriculum Plan and Allocation of Courses in Eight Semesters

The structural relationship of all courses, including prerequisite relationships, is as shown in the chart below:

I Specialization in Human Resource Management in Enterprises



11 The Structure Chart of Curriculum Plan and Allocation of Courses in Eight Semesters

The structural relationship of all courses, including prerequisite relationships, is as shown in the chart below:

I Specialization in Public Service Human Resource Management

