

**De La Salle-College of Saint Benilde**  
**School of Management Information Technology**  
**Bachelor of Science in Business Administration major in Human Resource Management**

**Program Specification**

Awarding Institution	De La Salle-College of Saint Benilde
School	School of Management and Information Technology
Program Accreditation	<p>Philippine Accrediting Association of Schools, Colleges and Universities (PAASCU) Level IV reaccreditation for 5 years valid until May 2021.</p> <p>Commission on Higher Education Center of Excellence (CHED-COE) in Business Administration validity extension based on CHED CMO No. 3 Series of 2019 until the new guidelines are formulated.</p>
Name of Final Award	Bachelor of Science in Business Administration major in Human Resource Management (BSBA-HRM)
Program Title	Bachelor of Science in Business Administration major in Human Resource Management (BSBA-HRM)
Description of the Program	<p>The degree program elevates the role of the human resource practitioner as a key player working together with top management in strategy formulation. It is an innovation in the field of education and human resource management as it strategically positions human capital management as a critical business component.</p> <p>The program combines industrial psychology and behavioral sciences with business management. Students are developed using global perspectives and technological advancements, armed with Lasallian-Benildean values, with solid business and management foundation anchored on core HR functions such as talent management, industrial and employee relations, organizational development, analytics and information system, strategic management and quantitative analysis taught by industry expert faculty. These courses enable the students in developing relevant human resource strategies and tactics that facilitate evidence-based decision-making, leading to a thriving, inclusive, and sustainable organization.</p> <p>Graduates of this degree program can begin a rewarding career in human resource management, potentially as recruitment</p>

	<p>specialists, trainers, and organization planners. Likewise, graduates with an entrepreneurial spirit are also equipped to successfully create and manage their own organizations. As an additional career opportunity, this course is a popular pre-law course and can also provide local and international avenues for pursuing post-graduate studies and scholarship opportunities.</p> <p>A degree in Human Resource Management empowers students to be lifelong Lasallian-Benildean learners in their journey to connect and change the world through people and culture in pursuit of excellence and innovation.</p>
Expected Program Learning Outcomes	<p><b>PO1.</b> Develop evidence-based HR strategies and solutions aligned with strategic business strategies to achieve organizational goals with a global focus using appropriate technology tools and analytics</p> <p><b>PO2.</b> Design a high-performance and inclusive organizational culture that facilitates organizational development operating on individual and organizational theories, climate surveys, and effective change and communication management.</p> <p><b>PO3.</b> Develop policies, support mechanisms, and intervention programs to establish a harmonious and empowering collective workplace relationship among all stakeholders by exploring new ways to further improve well-being.</p> <p><b>PO4.</b> Create talent management solutions that attracts, develops, and retains the best workforce by recognizing individual diversity and utilizing data-driven labor market research.</p> <p><b>PO5.</b> Formulate socially-responsible and sustainable HR policies, business decisions, and civic engagements to solve organizational and societal needs through the exercise of highest moral and ethical standards, as guided by the Lasallian-Benildean values.</p>
Admission Requirements	<p>All students must pass the Benildean Entrance Exam (BEE). The information regarding application, admission timetable, and application results may be viewed at <a href="#">Benilde Admissions Center</a>. Downloadable forms and school brochures are available from this site.</p> <p>Applicants applying to any degree or non-degree program offered by DLS-CSB are expected to provide a complete medical disclosure of past or present conditions that may have an effect</p>

	on student learning and their intention to be a member of the Benildean community.														
Program Overview	<p>The Program consists of 169.5 units.</p> <table> <tr> <td>General Education Core</td><td>36 units</td></tr> <tr> <td>Business and Management Core</td><td>30 units</td></tr> <tr> <td>Professional Courses</td><td>52.5 units</td></tr> <tr> <td>Practicum and Work Integrated Learning</td><td>6 units</td></tr> <tr> <td>Professional Electives</td><td>15 units</td></tr> <tr> <td>PE and NSTP</td><td>14 units</td></tr> <tr> <td>Institutional</td><td>16 units</td></tr> </table>	General Education Core	36 units	Business and Management Core	30 units	Professional Courses	52.5 units	Practicum and Work Integrated Learning	6 units	Professional Electives	15 units	PE and NSTP	14 units	Institutional	16 units
General Education Core	36 units														
Business and Management Core	30 units														
Professional Courses	52.5 units														
Practicum and Work Integrated Learning	6 units														
Professional Electives	15 units														
PE and NSTP	14 units														
Institutional	16 units														
Curriculum and Program Structure	The curriculum and program structure are outlined in the course sequence. The curriculum map shows the alignment between the courses in the program and the program goals.														
Teaching and Learning Strategy, Assessment	<p>DLS-CSB espouses and promotes learner-centered parameters and inclusive teaching approaches. A balance of theory and practice is achieved through structured learning activities in classroom sessions complemented by digital set-ups through the Bigsky learning management system.</p> <p>Various assessment strategies are used such as class discussion, written and oral examinations, return demonstration, simulation, journal and reflective essays, assignments, seatwork, case study analysis, portfolio submission, individual/group reports and final project.</p>														
Date of Revision	AY 2023-2024														

### **COURSE SEQUENCE**

Term 1				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
CRITHNK	Critical and Creative Thinking	3	None	None
BINTAXA	Business and Income Taxation	3	None	None
HRO-MGT	Human Resource and Administrative Office Management	3	None	None
PURPCOM	Purposive Communication	3	None	None
MATWRLD	Mathematics in the Modern World	3	None	None
IETHICS	Ethics	3	None	None
PATHFT1	Physical Activity towards Health and Fitness 1	2	None	None
CSBLIFE	College of Saint Benilde Student Life	3	None	None
Term 2				

Course Code	Course Title	Units	Pre-requisite	Co-requisite
BICHECO	Bible and Church	3	None	None
EXCULIN	Cultural Intelligence	3	None	None
HRNEEDS	Human Resource and Organizational Needs	3	None	None
UNDSELF	Understanding the Self	3	None	None
SCITECH	Science, Technology, and the Society	3	None	None
GELECT2	General Elective 2	3	None	None
PATHFT2	Physical Activity towards Health and Fitness 2	2	PATHFT1	None
NSTP-01	National Service Training Program 1	3	None	None
<b>Term 3</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
ASEANST	ASEAN Studies	3	None	None
HR-RECS	Recruitment and Selection	3	None	None
BUSLAWS	Basic Business Laws	3	None	None
BUSIACC	Business Accounting	3	None	None
CONWORL	Contemporary World	3	None	None
GELECT3	General Elective 3	3	None	None
PATHFT3	Physical Activity towards Health and Fitness 3	2	PATHFT2	None
NSTP-02	National Service Training Program 2	3	NSTP-01	None
<b>Term 4</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
HRINBEH	Individual Behavior	3	None	None
HURESDE	Human Resource Development	3	None	None
HRINREL	Industrial Relations	3	BUSLAWS	None
ACCMANA	Managerial Accounting	3	BUSIACC	None
GELECT1	General Elective 1	3	None	None
HRMLEC1	Professional Elective 1	3	None	None
PATHFT4	Physical Activity towards Health and Fitness 4	2	PATHFT2	None
<b>Term 5</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
HRORBEH	Organizational Behavior	3	HRINBEGH	None
HRORDEV	Organizational Planning and Development	3	None	None
HREMREL	Labor and Employee Relations	3	None	None
FINAMGT	Financial Management	3	ACCMANA	None
BUSECON	Business Economics	3	None	None
HRMLEC2	Professional Elective 2	3	None	None
<b>Term 6</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
HR-MRES	Methods of Research	3	HRORBEH, HR-STAT	None

HR-STAT	Applied Statistics	4.5	None	None
HR-COMP	Compensation Management	3	None	None
SUSTENT	Social Entrepreneurship Responsibility & Sustainability	3	None	None
OPTNMGT	Operations Management	3	None	None
HRMLEC3	Professional Elective 3	3	None	None
<b>Term 7</b>				
<b>Course Code</b>	<b>Course Title</b>	<b>Units</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>
HRTHE1	Thesis Proposal 1	3	HR-MRES	None
MANSTRA	Strategic Management and Business Policy	3	OPTNMGT, BUSECON, FINAMGT	None
FUNBANA	Fundamentals of Business Analytics	3	None	None
HRINSYS	Human Resource Information Systems	3	None	None
READHIS	Readings in Philippine History	3	None	None
HRMLEC4	Professional Elective 4	3	None	None
<b>Term 8</b>				
<b>Course Code</b>	<b>Course Title</b>	<b>Units</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>
HRTHE2	Thesis Proposal 2	3	HRTHE1	None
HURSTRA	Human Resource Strategy	3	MANSTRA	None
JORIZAL	Life and Works of Rizal	3	None	None
ARTAPRI	Art Appreciation	3	None	None
MARFRET	Marriage and Family Life	3	None	None
HRMLEC5	Professional Elective 5	3	None	None
CSBGRAD	College of Saint Benilde Graduating Student	1	CSBLIFE	None
<b>Term 9</b>				
<b>Course Code</b>	<b>Course Title</b>	<b>Units</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>
HR-PRAC	Practicum in Human Resources	6	ALL SUBJECTS	None

<b>GENERAL EDUCATION ELECTIVES (1-3)</b>				
<b>GE Elective 1</b>				
<b>Course Code</b>	<b>Course Title</b>	<b>Units</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>
REEXECO	Religious Experience and Spirituality	3	None	None
<b>GE Elective 2:</b>				
<b>Course Code</b>	<b>Course Title</b>	<b>Units</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>
BUSMATH	Business Math	3	None	None
PROCOMM	Professional Communication	3	None	None
<b>GE Elective 3:</b>				
<b>Course Code</b>	<b>Course Title</b>	<b>Units</b>	<b>Pre-requisite</b>	<b>Co-requisite</b>
EVDYMAT	Everyday Mathematics	3	None	None

GLOBCOM	Global Communication	3	None	None
---------	----------------------	---	------	------

PROFESSIONAL ELECTIVE SUBJECTS (1-5)				
<b>Professional Elective 1:</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
MANMARK	Marketing Management	3	None	None
<b>Professional Elective 2:</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
BENTREP	Basic Entrepreneurship	3	None	None
FAMEBUS	SME Family-Owned Business	3	None	None
<b>Professional Elective 3:</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
DESTHINK	Design and Systems Thinking	3	None	None
PRJ-MGT	Project Management	3	None	None
<b>Professional Elective 4:</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
DIGIMAR	Digital Marketing	3	None	None
CORPCOM	Corporate Communication	3	None	None
<b>Professional Elective 5:</b>				
Course Code	Course Title	Units	Pre-requisite	Co-requisite
SOCANLY	Everyday Mathematics	3	None	None
ADVOFFC	Advanced Office Application	3	None	None

### **CURRICULUM MAP**

I.	Business and Management Core Subjects	PO1	PO2	PO3	PO4	PO5
1.	Operations Management (OPTNMGT)	/				/
2.	Strategic Management in Business Policy (MANSTRA)	/				/
3.	Business Economy (BUSECON)	/				/
4.	Individual Behavior (HRINBEH)	/	/	/	/	/
5.	Business Laws (BUSLAWS)					/
6.	Cultural Intelligence (EXCULIN)		/	/	/	/
7.	Business Income Taxation (BINTAXA)					/
8.	Methods of Research (HR-MRES)	/	/	/	/	/
9.	Thesis Proposal 1 (HRTHE1)	/	/	/	/	/
10.	Social Entrepreneurship and Sustainability (SUSTENT)	/		/		/
II.	Professional Courses	PO1	PO2	PO3	PO4	PO5
1.	Human Resource & Administrative Office Management (HRO-MGT)	/				/
2.	Recruitment & Selection (HR-RECS)	/			/	/

3.	Managerial Accounting (ACCMANA)	/				/
4.	Applied Statistics (HR-STAT)	/				/
5.	Human Resource Development (HURESDE)	/			/	/
6.	Industrial Relations (HRINREL)			/	/	/
7.	Fundamentals of Business Analytics (FUNBANA)	/			/	/
8.	Organization & Planning Development (HRORDEV)	/	/	/		/
9.	Employee Relations (HREMREL)	/	/	/		/
10.	Organizational Behavior (HRORBEH)	/	/	/	/	/
11.	Business Accounting (BUSIACC)	/				/
12.	Compensation Management (HR-COMP)	/			/	/
13.	Human Resource & Organization Needs (HRNEEDS)	/	/	/	/	/
14.	Finance Management (FINAMGT)	/				/
15.	Human Resource Information Systems (HRINSYS)	/			/	/
16.	Human Resource Strategy (HURSTRA)	/	/	/	/	/
17.	Thesis Proposal 2 (HRTHE2)	/	/	/	/	/
III.	<b>Practicum &amp; Work Integrated Learning</b>	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>	<b>PO5</b>
1.	Practicum in Human Resources (HR-PRAC)	/	/	/	/	/
IV.	<b>Professional Electives</b>	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>	<b>PO5</b>
1.	Marketing Management (MANMARK)	/				/
2.	Basic Entrepreneurship (BENTREP)	/				/
3.	SME Family Owned Business (FAMEBUS)	/				/
4.	Design and Systems Thinking (DESTHINK)	/	/			/
5.	Project Management (PRJ-MGT)			/		/
6.	Digital Marketing (DIGIMAR)	/				/
7.	Corporate Communication (CORPCOM)		/	/		/
8.	Social Media Analytics (SOCANLY)		/	/		/
9.	Advanced Office Application (ADVOFFC)	/				/