Undergraduate Talent Cultivation Program for Human Resource Management

(Class of 2025)

1. Basic Program Information

School: School of Business	Industry College: School of Human Resource Management
Discipline Category: Management	Program Category: Business Administration
Program Name: Human Resource Management	Program Code: 120206
Program Duration: Four Years	Degree Awarded: Bachelor of Management
Total Credits: 129	Total Class Hours: 2304

2. Program Positioning and Training Objectives

(1) Program Positioning

This program cultivates talents who uphold the core socialist values, possess good moral cultivation and comprehensive qualities, meet the needs of socialist modernization, and are well developed morally, intellectually, physically, aesthetically and through labor. It carries out the learning activities of "Four Educations and Four Achievements" (the Four Educations: ideological and political education, general education, professional education, and innovation and entrepreneurship education; the Four Achievements: education for adulthood, education for growth, education for becoming competent and education for success). Students master the basic theoretical knowledge of modern human resource management and the fundamentals of economics, management, law and computer science, and acquire strong professional skills in human resource management that meet the talent needs of the big data era, with sound comprehensive humanistic literacy and a strong spirit of innovation. With a commercial outlook and a global mindset, they are able to engage in the whole process of human resource management — recruitment management, training and

development, performance appraisal, compensation management and employee relations management — in industrial and commercial enterprises of all types, government departments and public institutions, training institutions and professional human resource service agencies, and become "Five-Excellence Hengxing" talents (the Five Excellences: good virtue, strong learning ability, sound theoretical grounding, diligent practice and an international outlook) and high-quality applied talents.

(2) Training Objectives

Within about five years after graduation, graduates are expected to achieve the following objectives:

Objective 1: Be able to apply basic and professional knowledge to solve complex problems in human resource management and related fields.

Objective 2: Be able to apply the basic principles of the humanities and social sciences and modern information management to analyze problems in modern human resource management activities, and continuously broaden their knowledge and improve their professional competence.

Objective 3: Be able to design human resource management solutions that meet specific needs in response to human resource management problems.

Objective 4: Fully understand the important role of teamwork at work and consciously discuss practical problems with the team.

Objective 5: Have good communication skills, coordination skills, oral expression and written expression ability.

(3) Correspondence between the Curriculum and the Training Objectives

Table 1 Correspondence between the Curriculum and the Training Objectives

Training Objectives / Curriculum	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
1. Introduction to Human Resource Management	√				
2. Principles of Management	√				
3. Fundamentals of Accounting		√			
4. Microeconomics				√	
5. Statistics		√			

6. Human Resource Management					√
7. Macroeconomics					√
8. Corporate Financial Management		√			
9. Economic Law				√	
10. Organizational Behavior	√				
11. Marketing				√	
12. Digital-Intelligent Human Resource Management		√			
13. Human Resource Planning			√		
14. Recruitment Management	√				
15. Staff Training and Development					√
16. Performance Management			√		
17. Compensation Management		√			
18. Employee Relations Management			√		
19. Innovative Design Thinking				√	
20. Foundations of Entrepreneurship					
21. Innovative Practice in Human Resource Management	√			√	
22. Detailed Case Analysis in Human Resource Management					√
23. Graduation Internship			√		
24. Graduation Thesis (Project)			√		

3. Professional Foundation, Core, Elective and Distinctive Courses

(1) Professional Foundation Courses (12 courses, 23 credits)

Introduction to Human Resource Management (1 credit), Principles of Management (2 credits), Fundamentals of Accounting (2 credits), Microeconomics (2 credits), Statistics (2 credits), Human Resource Management (2 credits), Macroeconomics (2 credits), Corporate Financial Management (2 credits), Organizational Behavior (2 credits), Economic Law (2 credits), Marketing (2 credits), Digital-Intelligent Human Resource Management (2 credits).

(2) Professional Core Courses (6 courses, 18 credits)

Human Resource Planning (3 credits), Recruitment Management (3 credits), Staff Training and Development (3 credits), Performance Management (3 credits), Compensation Management (3 credits), Employee Relations Management (3 credits).

(3) Professional Elective Courses (14 courses, 28 credits)

Personnel Quality Assessment (2 credits), Human Capital Management (2 credits), Quality Management System and Certification (2 credits), Project Management (2 credits), Corporate Governance (2 credits), Corporate Strategic Management (2 credits), Leadership Development (2 credits), Modern Headhunting Theory and Practice (2 credits), Social Security (2 credits), Supply Chain Management (2 credits), Financial Markets (2 credits), Business Etiquette (2 credits), International Trade Practice (2 credits), E-commerce (2 credits).

(4) Distinctive Professional Courses (1 course, 2 credits)

Detailed Case Analysis in Human Resource Management (2 credits): This is an innovation and entrepreneurship practice course of the Human Resource Management program, and it is organized in the form of group learning. After studying professional knowledge of human resource management, students apply theory to case analysis, match the problems involved in the cases with theoretical knowledge one by one, and present the division of labor, plans, work arrangements and conclusions involved in the whole process in the form of PPT reports. Through case analysis, students study theoretical knowledge in greater depth, while developing teamwork, coordination and oral expression skills and improving their ability to use office software such as OFFICE.

4. Intensive Practical Teaching Components

(1) Military Skills Training (1 course, 2 credits)

(2) Expansion and Enhancement (2 courses, 6 credits)

Graduation Internship (2 credits) and Graduation Thesis (Project) (4 credits).

5. Conditions for Graduation and Degree Conferral

(1) Conditions for Graduation

Students who have completed the 129 credits required by this talent cultivation program, passed their assessments and met the requirements of the Detailed Rules of Hengxing University on the Management of Student Status may obtain the "Undergraduate Diploma in

Human Resource Management of Hengxing University".

(2) Conditions for Degree Conferral

Students who meet the graduation requirements and the requirements of the Implementation Rules of Hengxing University on the Conferral of Bachelor's Degrees may, upon review and approval by the University's Degree Committee, be conferred the "Bachelor of Management Degree of Hengxing University".

6. Teaching Implementation Plan

Table 2 Teaching Implementation Plan for the Human Resource Management Program

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
General Education Courses	Basic General Education Courses	Ideological and Political Courses	Ideological and Moral Cultivation and the Rule of Law	3000000101	Compulsory	3	48	3								40	8			Examination	School of Marxism
			Outline of Modern Chinese History	3000000102	Compulsory	3	48		3							40	8			Examination	
			Basic Principles of Marxism	3000000103	Compulsory	3	48			3						40	8			Examination	
			Introduction to Mao Zedong Thought and the Theoretical System of Socialism with Chinese Characteristics	3000000104	Compulsory	3	48				3					40	8			Examination	
			Introduction to Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era	3000000147	Compulsory	3	48					3				40	8			Examination	
			Situation and Policy I	3000000105	Compulsory	0.25	8	0.25								8				Assessment	
			Situation and Policy II	3000000182	Compulsory	0.25	8		0.25							8				Assessment	
			Situation and Policy III	3000000106	Compulsory	0.25	8			0.25						8				Assessment	
			Situation and Policy IV	3000000183	Compulsory	0.25	8				0.25					8				Assessment	
			Situation and Policy V	3000000107	Compulsory	0.25	8					0.25				8				Assessment	
			Situation and Policy VI	3000000184	Compulsory	0.25	8						0.25			8				Assessment	
			Situation and Policy VII	3000000108	Compulsory	0.25	8							0.25		8				Assessment	
			Situation and Policy VIII	3000000185	Compulsory	0.25	8								0.25	8				Assessment	
Subtotal 1						**17**	**304**	**3.25**	**3.25**	**3.25**	**3.25**	**3.25**	**0.25**	**0.25**	**0.25**	**264**	**40**	**0**	**0**	**5 examination courses**	

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
		Mathematics and Science Courses	Advanced Mathematics B I	3000000162	Compulsory	4	64	4								64				Examination	School of Education
			Advanced Mathematics B II	3000000163	Compulsory	4	64		4							64				Examination	
			Linear Algebra	3000000113	Compulsory	2	32		2							32				Examination	
			Probability Theory and Mathematical Statistics	3000000114	Compulsory	2	32				2					32				Examination	
General Education Courses	Basic General Education Courses		**Subtotal 2**			**12**	**192**	**4**	**6**	**0**	**2**	**0**	**0**	**0**	**0**	**192**	**0**	**0**	**0**	**4 examination courses**	
		Tool Courses	Digital-Intelligent English I	300000010B	Compulsory	2	64	4								16	48			Examination	School of International Education
			Digital-Intelligent English II	300000010C	Compulsory	2	64		4							16	48			Examination	
			Digital-Intelligent English III	300000010D	Compulsory	2	64			4						16	48			Examination	
			Digital-Intelligent English IV	300000010E	Compulsory	2	64				4					16	48			Examination	
			University Digital-Intelligent Literacy	3000000186	Compulsory	2	32	2								16	16			Assessment	School of Information Engineering
			Information Retrieval and Utilization	3000000134	Compulsory	1	16			1						8	8			Assessment	Library
			Subtotal 3			**11**	**304**	**6**	**4**	**5**	**4**	**0**	**0**	**0**	**0**	**88**	**216**	**0**	**0**	**4 examination courses**	
		Military and Physical Educatio	Military Theory	3000000131	Compulsory	2	32	2								32				Assessment	Student Development Office
			University Physical Education I	3000000192	Compulsory	1	36	2								4	32			Assessment	School of Physical Education

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
		n Courses	University Physical Education II	3000000193	Compulsory	1	36		2							4	32			Assessment	
			University Physical Education III	3000000194	Compulsory	1	36			2						4	32			Assessment	
			University Physical Education IV	3000000195	Compulsory	1	36				2					4	32			Assessment	
			Subtotal 4			**6**	**176**	**4**	**2**	**2**	**2**	**0**	**0**	**0**	**0**	**48**	**128**	**0**	**0**		
		Comprehensive Quality Courses	Mental Health Education	3000000129	Compulsory	2	32	2								16	16			Assessment	School of Education
			Education on Fine Traditional Chinese Culture	3000000197	Compulsory	1	16	1								16				Assessment	School of Humanities
			National Security Education	3000000187	Compulsory	1	16	1								12	4			Assessment	School of Marxism
			Career Development Planning for College Students	3000000132	Compulsory	1	16	1								16				Assessment	School of Business
			Employment Guidance for College Students	3000000133	Compulsory	1	16						1			16				Assessment	
			Subtotal 5			**6**	**96**	**5**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**76**	**20**	**0**	**0**		
	Interdisciplinary General Education Courses	Interdisciplinary General Education Courses	Art Literacy Courses		Restricted Elective	2	32									32				Assessment	All Schools
			International Literacy Courses		Restricted Elective	1	16									16				Assessment	
			International Literacy Activities		Restricted Elective	1	16									16				Assessment	
			Social Science Courses		Free Elective	0	0									0				Assessment	
			Natural Science Courses		Free Elective	2	32									32				Assessment	
			Subtotal 6			**6**	**96**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**0.75**	**96**	**0**	**0**	**0**		

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
	Total 1 = Subtotal 1 + Subtotal 2 + Subtotal 3 + Subtotal 4 + Subtotal 5 + Subtotal 6					**58**	**1168**	**23**	**16**	**11**	**12**	**4**	**2**	**1**	**1**	**764**	**404**	**0**	**0**		
Professional Courses	**Professional Foundation Courses**	**Professional Foundation Courses**	Introduction to Human Resource Management	3120206232	Compulsory	1	16	1								16				Assessment	School of Business
			Principles of Management	3120104202	Compulsory	2	32	2								32				**Examination**	
			Fundamentals of Accounting	3120203224	Compulsory	2	32	2								32				**Examination**	
			Microeconomics	3020302258	Compulsory	2	32		2							32				**Examination**	
			Statistics	3000000207	Compulsory	2	32		2							32				**Examination**	
			Human Resource Management	3120206241	Compulsory	2	32			2						32				**Examination**	
			Macroeconomics	3020302259	Compulsory	2	32			2						32				**Examination**	
			Corporate Financial Management	3120200204	Compulsory	2	32			2						24	8			**Examination**	
			Economic Law	3120201229	Compulsory	2	32			2						32				**Examination**	
			Organizational Behavior	3120201230	Compulsory	2	32			2						16	16			**Examination**	
			Marketing	3120205278	Compulsory	2	32				2					16	16			**Examination**	
	Professional Foundation Courses	**Professional Foundation Courses**	Digital-Intelligent Human Resource Management	3120206249	Compulsory	2	32				2					16	16			**Examination**	School of Business
			Subtotal 1			**23**	**368**	**5**	**4**	**10**	**4**	**0**	**0**	**0**	**0**	**312**	**56**	**0**	**0**	**11 examination courses**	

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
	Professional Core Courses	Professional Core Courses	Human Resource Planning	3120206250	Compulsory	3	48				3					32	16			Examination	School of Business
			Recruitment Management	3120206235	Compulsory	3	48					3				32	16			Examination	
			Performance Management	3120206209	Compulsory	3	48					3				32	16			Examination	
			Staff Training and Development	3120206215	Compulsory	3	48						3			32	16			Examination	
			Compensation Management	3120206210	Compulsory	3	48						3			32	16			Examination	
			Employee Relations Management	3120206211	Compulsory	3	48					3				32	16			Examination	
			Subtotal 2			**18**	**288**	**0**	**0**	**0**	**3**	**6**	**6**	**0**	**0**	**192**	**96**	**0**	**0**	**6 examination courses**	
	Professional Elective Courses	Professional Direction Courses	Personnel Quality Assessment	3120206254	Restricted Elective	2	32					2				16	16			Assessment	School of Business
			Human Capital Management	3120206251	Restricted Elective	2	32					2				16	16			Assessment	
			Quality Management System and Certification	3120201245	Restricted Elective	2	32					2				16	16			Assessment	
			Project Management	3120201251	Restricted Elective	2	32					2				16	16			Assessment	
			Corporate Governance	3120201231	Restricted Elective	2	32					2				16	16			Examination	
			Corporate Strategic Management	3120201236	Restricted Elective	2	32					2				16	16			Assessment	
			Leadership Development	3120201244	Restricted Elective	2	32					2				16	16			Assessment	
			Modern Headhunting Theory and Practice	3120206237	Restricted Elective	2	32						2			16	16			Assessment	
			Social Security	3120206252	Restricted Elective	2	32						2			16	16			Assessment	

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
			Supply Chain Management	3120602287	Restricted Elective	2	32						2			16	16			Assessment	
			Financial Markets	3020302268	Restricted Elective	2	32						2			16	16			Assessment	
			Business Etiquette	3120205203	Restricted Elective	2	32						2			16	16			Assessment	
			International Trade Practice	3020302228	Restricted Elective	2	32						2			16	16			Assessment	
			E-commerce	3120206223	Restricted Elective	2	32						2			16	16			Assessment	
			Subtotal 3			**≥ 6**	**≥ 96**	**0**	**0**	**0**	**0**	**≥ 4**	**≥ 2**	**0**	**0**	**≥ 48**	**≥ 48**	**0**	**0**	**1 examination course**	
	Professional Extension Courses	**Professional Extension Courses**	Digital-Intelligent Enterprise Sandtable Simulation Experiment	3120201307	Restricted Elective	2	32		2							16	16			Assessment	School of Business
			Career Planning	3120206253	Restricted Elective	2	32		2							16	16			Assessment	
			Management Research Methods and Tools	3120201249	Restricted Elective	2	32							2		16	16			Assessment	
			Excel and Decision Making	3120201241	Restricted Elective	2	32							2		16	16			Assessment	
			Subtotal 4			**≥ 4**	**≥ 64**	**0**	**≥ 2**	**0**	**0**	**0**	**0**	**≥ 2**	**0**	**≥ 32**	**≥ 32**	**0**	**0**		
	Total 2 = Subtotal 1 + Subtotal 2 + Subtotal 3 + Subtotal 4					**≥ 51**	**≥ 816**	**5**	**≥ 6**	**10**	**7**	**≥ 13**	**≥ 8**	**≥ 2**	**0**	**≥ 584**	**≥ 232**	**0**	**0**		
Innovation and Entrepreneurship Courses	**Innovation and Entrepreneurship Courses**	**Foundation Courses in Innovation and Entrepreneurship**	Innovative Design Thinking	3000000305	Compulsory	2	32			2						32				Assessment	School of Innovation and Entrepreneurship
			Foundations of Entrepreneurship	3000000306	Compulsory	2	32				2					32				Assessment	
			Subtotal 1			**4**	**64**	**0**	**0**	**2**	**2**	**0**	**0**	**0**	**0**	**64**	**0**	**0**	**0**		

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
		Practical Courses in Innovation and Entrepreneurship	Innovative Practice in Human Resource Management	3120206303	Compulsory	2	32					2					32			Assessment	School of Business
			Detailed Case Analysis in Human Resource Management	3120206304	Compulsory	2	32						2				32			Assessment	
			Subtotal 2			**4**	**64**	**0**	**0**	**0**	**0**	**2**	**2**	**0**	**0**	**0**	**64**	**0**	**0**		
	Total 3 = Subtotal 1 + Subtotal 2					**8**	**128**	**0**	**0**	**2**	**2**	**2**	**2**	**0**	**0**	**64**	**64**	**0**	**0**		
Intensive Practical Teaching Components	Intensive Practical Teaching Components	Military Skills Training		3000000196	Compulsory	2	32	2											32	Assessment	Student Development Office
		Expansion and Enhancement	Graduation Internship	3120206529	Compulsory	2	32								2				32	Assessment	School of Business
			Graduation Thesis (Project)	3120206602	Compulsory	4	64								4				64	Assessment	
	Total 4					**8**	**128**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**6**	**0**	**0**	**0**	**128**		
Second Classroom Activities	Second Classroom Activities	Second Classroom Activities	Labor Activities	3000000907	Restricted Elective	1	16												16	Assessment	Youth League Committee
			Selected Readings of 100 Classic Masterpieces from China and Abroad	3000000901	Restricted Elective	1	3												3	Assessment	

Course Type	Course Level	Course Module	Course Name	Course Code	Course Requirement	Credits	Total Class Hours	Semester and Weekly Class Hours								Allocation of Class Hours				Assessment Method	Course Provider
								First Academic Year		Second Academic Year		Third Academic Year		Fourth Academic Year		Classroom Teaching			Intensive Practice		
								1	2	3	4	5	6	7	8	Theory	Practice	Experiment			
s	ies		Freshman Orientation Education	3000000902	Restricted Elective		3												3	Assessment	
			Student Associations	3000000904	Restricted Elective		3												3	Assessment	
			Sports Activities	3000000905	Restricted Elective		4												4	Assessment	
			Aesthetic Education Activities	3000000906	Restricted Elective		3												3	Assessment	
			Ideological and Political Quality	3000000908	Free Elective	2	32												32	Assessment	
			Club, Cultural and Sports Activities	3000000909	Free Elective															Assessment	
			Volunteer and Public Welfare Services	3000000910	Free Elective															Assessment	
			Innovation, Entrepreneurship and Creativity	3000000911	Free Elective															Assessment	
			Practice, Internship and Training Activities	3000000912	Free Elective															Assessment	
			Cultivation of Skills and Specialties	3000000913	Free Elective															Assessment	
	Total 5					**≥ 4**	**≥ 64**	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**	**0.5**	**0**	**0**	**0**	**≥ 64**		
Grand Total = Total 1 + Total 2 + Total 3 + Total 4 + Total 5						**≥ 129**	**≥ 2304**	**30.5**	**≥ 22.5**	**23.5**	**21.5**	**≥ 19.5**	**≥ 12.5**	**≥ 3.5**	**7.5**	**≥ 1412**	**≥ 700**	**0**	**≥ 192**		

7. Courses Offered to Students of Other Majors (Including Public Elective Courses)

Introduction to Human Resource Management (1 credit), Human Resource Management (2 credits), Personnel Quality Assessment (2 credits), Digital-Intelligent Human Resource Management (2 credits), HR Job Standard Simulation Training (2 credits), Career Planning (2 credits), Staff Training and Development (2 credits).

Revision	Signature of the Director of the Teaching and Research Section	Li Aixia

	Signature of the Program Director	Zhu Yanna	Signature of the Program Leader	Xu Qian
Review	Signature of the Industry Dean	Zhang Linlin	Signature of the Dean in Charge of Teaching	Zhu Yanna
	Signature and Date of the Executive Dean	Gao Min		