CIAT
CALIFORNIA INSTITUTE OF APPLIED TECHNOLOGY

# EARN YOUR DEGREE IN
# HUMAN RESOURCE MANAGEMENT

**Applied Bachelor's Degree in Human Resource Management**

## Program Overview

The Applied Bachelor's Degree in Human Resource Management offered by CIAT prepares students for a successful career in HR with advanced knowledge, strategic thinking, and leadership skills for today's complex workplace. The curriculum spans talent acquisition and workforce planning, performance management, employee engagement, organizational behavior, and workplace psychology.

Employment law and labor relations ensure students understand the legal frameworks that govern the workplace, while global HR management prepares them to work across cultures and borders.

**35 Courses** | **130 Credits** | **3-4 Years**

**75%** Technical Courses **25%** General Education Courses

## Entry Requirements:

High School Diploma or GED *Transfer credits may be accepted.

## Available Scholarships:

**CIAT Bachelor's Scholarship**, up to $15,000

## Develop Transferable, Valuable Skills

CIAT's human resource management program focuses on helping students develop marketable skills including:

- ***Talent acquisition & recruiting***
- ***Performance management***
- ***Employment law & compliance***
- ***Labor relations***
- ***Employee engagement & retention***
- ***Strategic workforce planning***
- ***Organizational behavior***
- ***Change leadership***
- ***Compensation & benefits***
- ***Professional communication***

## CIAT Virtual Classroom

### Personalized Learning

Small class sizes led by industry experts for a hands-on personalized learning experience

### Accelerated, Immersive Online Courses

Accelerated 5-week live immersive classes keep you focused on learning one topic at a time.

### Real-World Career Preparation

Classes are designed to boost your technical confidence and ensure you graduate career-ready.

2026 CURRICULUM ALIGNMENT HRCI aPHR®

CIAT is proud to be an Academic Partner of HRCI, a globally recognized credentialing organization for human resources professionals. Through this partnership, CIAT integrates industry-aligned HR education into its curriculum and provides students with certification preparation resources for the Associate Professional in Human Resources® (aPHR®), helping them build practical HR knowledge and prepare for career opportunities in the field.

ACCET

We have high standards and we believe you should too. CIAT has proudly earned accreditation from the Accrediting Council for Continuing Education & Training (ACCET) listed by the U.S. Department of Education as a nationally recognized accrediting agency.


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(877) 559-3621 | ciat.edu | info@ciat.edu

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## Your Path to Success Starts Here

Every organization depends on strong HR professionals to recruit, develop, and retain the people who drive their business forward.

At CIAT, you can earn more than just a human resource management degree: you can gain expertise, marketable skills, and a strong foundation for HRCI or SHRM certification that will help you stand out in today's job market. We offer flexible, live online classes that are perfect for working adults, one-on-one tutoring, unlimited access to workshops and support, and personalized career services, to help you achieve your academic and professional goals.

## Our Career Services Team

### Who We Are
We are a team of dedicated professionals with extensive experience in career advising and development.

### Why We're Different
We offer personalized career support designed to meet your unique needs. We prioritize relationship-building and offer ongoing support at every stage of your career journey.

### How We Help
We offer a wide range of services including resume writing, interview preparation, career exploration, and more.

### Our Goal
To empower our students for lifelong career success by providing comprehensive support and resources for their professional development.

- ACCET has initiated a pilot to accredit applied bachelor's degree programs. Full bachelor's-level accreditation is pending Department of Education approval. All other programs remain ACCET-accredited. Title IV eligibility is currently limited to lower-division (associate-level) coursework within the 2-Step Associate-to-Bachelor's pathway. Alternative financing options are available.

## Financial Aid Options

### Federal Grants & Loans

- FAFSA (Associate Only)*

### Military Benefits

- Post 9/11 GI Bill® Benefits*
- Yellow Ribbon Program
- Active Duty Tuition Assistance
- Military Spouse Funding (MyCAA)
- Vocational Rehab & Employment

*This program is currently pending VA and Title IV approval

### Employer Benefits

- CIAT Workforce Grant
- CIAT Tuition Match

### Scholarships

**CIAT Bachelor's Scholarship**, up to $15,000

- Cost Per Credit: $485
- Total Credits: 130
- Total Tuition: $63,050

**CIAT has awarded over $5M in scholarships.**
One could be yours. See if you qualify.

- Your final tuition cost will vary based on credits transferred from other institutions, and potential scholarships applied. Our Admissions and Financial Aid team will prepare a personal financial aid projection with tips on how to maximize your educational investment, plan your ROI, and reduce out of pocket expenses.

- GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government website at https://www.benefits.va.gov/gibill. CIAT is approved to offer VA benefits. *Financial aid is available for those who qualify. *Students are encouraged to take certification exams while actively enrolled in their Certificate or Degree program. Unlimited certification exam attempts expire 180 days after graduation. Select exams are not eligible for unlimited retakes - see certification exam policy for details. Certifications or courses may change to address industry trends or improve quality.

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# Earn More Than a Degree with Industry Certifications

Degree

Certifications

Student Success

## The 3 Steps to Student Success:

Employers hiring for IT positions today demand more than a degree, they expect candidates to come with resumes stacked with industry certifications. Getting certified helps you stay ahead of your competition, position yourself for higher salaries, and demonstrate to your employer that you have the skills needed for the job. At CIAT, we do everything we can to help you get certified, which includes extending our one-of-a-kind unlimited certification policy to all eligible, active students.

1

### Coursework

Learn from industry-certified instructors through live classes and hands-on labs. Build your technical skills and conquer the technical concepts before you prepare for the exam.

### Study for Certification Exam

Our most successful students study several hours each week on top of their coursework to prepare for certification exams. CIAT provides complimentary 4 day bootcamps during term breaks, practice exam software, workshops, and live test prep tutoring for all students.

2

3

### Pass Certification Exam

Once you reach 90% or higher on two practice exams, you are ready to take the exam. You will receive a voucher from CIAT, schedule your exam, and report your results to CIAT. If you fail your exam, CIAT offers an unlimited certification exam policy to all eligible students for up to 180 days after graduation to take the exam as many times as needed in order to pass.

**Most exams in the CIAT curriculum are included in our unique Unlimited Certification Exam Policy. A few exclusions do apply.*


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# Earn More Than a Degree with Industry Certifications

## Why Earn Industry Certifications?

Employers hiring for IT positions today demand more than a degree, they expect candidates to come with resumes stacked with industry certifications. Getting certified helps you:

- Enhance your resume
- Be more competitive in the job market
- Earn higher salaries
- Demonstrate your skills and value to your employer

## The CIAT Approach:

Industry certification exams are difficult exams, and many students do not pass on their first attempt. To help student success rates, we encourage all students to study several hours each week on top of their courses and take advantage of CIAT's complimentary support and unlimited number of exam vouchers. CIAT offers:

- Certification workshops
- Complimentary 4 day bootcamps during term breaks
- Live test prep tutoring
- Practice exam software
- Unlimited certification exam policy

## Industry Certifications:

**Applied Bachelor's Degree in Human Resource Management**

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|---|---|
| aPHR® | HR CERTIFICATION PHR® INSTITUTE |

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| | |
|---|---|
| PROGRAM ID | #BAHRM |
| LENGTH | 175 WEEKS |
| CREDITS | 130 CREDITS (750 LAB HOURS; 1575 LECTURE HOURS) |

# Courses

## COURSE LISTING: LOWER DIVISION COURSES — CREDITS REQUIRED: 48

| COURSE ID | COURSE TITLE | CREDITS |
|---|---|---|
| CIS100A | COMPUTER FUNDAMENTALS | 4 |
| BAM102 | INTRODUCTION TO SPREADSHEETS AND UNDERSTANDING DATA | 4 |
| BAM103 | EFFECTIVE PRESENTATIONS | 4 |
| HRM102 | EMPLOYEE RELATIONS | 4 |
| HRM103 | COMPLIANCE AND RISK | 4 |
| HRM106 | COMPENSATION AND BENEFITS | 4 |
| HRM104 | TALENT ACQUISITION | 4 |
| BAM108 | NAVIGATING THE MODERN WORKFORCE | 4 |
| HRM105 | LEARNING AND DEVELOPMENT | 4 |
| HRM100A | HUMAN RESOURCE MANAGEMENT, PART 1 | 4 |
| HRM100B | HUMAN RESOURCE MANAGEMENT, PART 2 | 4 |
| BAM106 | ORGANIZATIONAL BEHAVIOR FOR MANAGERS | 4 |

## COURSE LISTING: UPPER DIVISION COURSES — CREDITS REQUIRED: 24

| COURSE ID | COURSE TITLE | CREDITS |
|---|---|---|
| HRM200 | PSYCHOLOGY IN TALENT MANAGEMENT | 4 |
| HRM201 | PRINCIPLES OF WORKFORCE PLANNING | 4 |
| HRM202 | HUMAN RESOURCES EMPLOYMENT LAW | 4 |
| HRM203 | PERFORMANCE MANAGEMENT | 4 |
| HRM204 | GLOBAL HUMAN RESOURCE MANAGEMENT | 4 |
| HRM205 | TALENT RETENTION AND EMPLOYEE ENGAGEMENT STRATEGIES | 4 |

## COURSE LISTING: UPPER DIVISION ELECTIVE COURSES — CREDITS REQUIRED: 28

| COURSE ID | COURSE TITLE | CREDITS |
|---|---|---|
| HRM300 | ORGANIZATIONAL COMMUNICATION | 4 |
| HRM301 | ORGANIZATIONAL CULTURE & CHANGE | 4 |
| HRM302 | LABOR RELATIONS | 4 |
| HRM303 | EMPLOYEE TRAINING & DEVELOPMENT | 4 |
| HRM304 | HUMAN RESOURCE CHALLENGES | 4 |
| HRM305 | HUMAN RESOURCES SAFETY MANAGEMENT | 4 |
| HRM400 | HRM SENIOR PROJECT | 4 |

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# Courses

## COURSE LISTING: GENERAL EDUCATION COURSES — CREDITS REQUIRED: 30

### ENGLISH LANGUAGE, COMMUNICATION & CRITICAL THINKING
6 CREDITS REQUIRED

| | | |
|---|---|---|
| ENG200 | TECHNICAL WRITING | 3 |
| ENG201 | CRITICAL THINKING AND PROBLEM SOLVING | 3 |
| ENG210 | PUBLIC SPEAKING | 3 |

### MATHEMATICAL CONCEPTS AND QUANTITATIVE REASONING
7 CREDITS REQUIRED

| | | |
|---|---|---|
| MTH105 | COLLEGE ALGEBRA | 3 |
| MTH140 | STATISTICS | 3 |
| MTH201 | PRE-CALCULUS | 4 |
| MTH205 | CALCULUS 1 | 4 |
| MTH210 | CALCULUS 2 | 4 |

### ARTS AND HUMANITIES
6 CREDITS REQUIRED

| | | |
|---|---|---|
| AHS305 | TECHNOLOGY, SOCIETY, AND CULTURE | 3 |
| AHS310 | PROFESSIONAL PRACTICE IN ETHICS | 3 |

### SOCIAL AND BEHAVIORAL SCIENCES
3 CREDITS REQUIRED

| | | |
|---|---|---|
| SBS110 | INTRODUCTION TO PSYCHOLOGY | 3 |
| SBS120 | SOCIOLOGY | 3 |
| SBS201 | ECONOMICS | 3 |

### NATURAL PHYSICAL SCIENCES
3 CREDITS REQUIRED

| | | |
|---|---|---|
| SCI120 | GENERAL BIOLOGY | 3 |
| SCI130 | PRINCIPLES OF CHEMISTRY | 3 |
| SCI140 | GENERAL PHYSICS | 3 |

### PERSONAL AND PROFESSIONAL DEVELOPMENT
5 CREDITS REQUIRED

| | | |
|---|---|---|
| PPD300 | CRITICAL THINKING AND PROBLEM SOLVING | 3 |
| PPD305 | CAREER AND TECHNOLOGY | 2 |

***Course order will vary. Students are required to complete a total of 28 credits, including the required CSP400. CLD331 - CLD335 require prerequisite completion of CIS130, CIS131, CIS132 and CIS133.***

***Graduation requirements: 80% or higher cumulative attendance. 2.0 or higher cumulative GPA. 3 industry certifications earned.***