



BACHELOR OF SCIENCE IN HUMAN RESOURCES AND ORGANIZATIONAL DEVELOPMENT

EFFECTIVE SY 2024-2025



PROGRAM OBJECTIVES

The Bachelor of Science in Human Resources and Organizational Development (BSHROD) program is designed to develop the next generation of HR and OD professionals. The curriculum offers a unique blend of theoretical knowledge and practical skills, equipping graduates to navigate the dynamic and ever-evolving world of work. Below outlines the five key program objectives that define the learning journey for our BSHROD students.

1. Graduates will utilize data analysis, problem-solving frameworks, and HR best practices to design and implement effective talent management strategies that align with organizational goals.
2. Graduates will demonstrate a strong understanding of legal and ethical considerations in HR practices, promoting diversity, equity, and inclusion within the workplace.
3. Graduates will excel in written and oral communication, building strong relationships with employees, managers, and stakeholders across diverse backgrounds.
4. Graduates will stay current with evolving HR trends and technologies, leveraging them to create innovative solutions for attracting, developing, and retaining top talent.
5. Graduates will demonstrate a commitment to continuous learning and professional development, adapting to the changing landscape of HR and organizational development.





PROGRAM EXPECTED LEARNING OUTCOMES

Graduates of a Bachelor of Science in Human Resources and Organizational Development degree program are expected to possess a range of knowledge, skills, and abilities that prepare them for various career paths in HR and OD. Upon completion of the BSHROD degree program, students shall have demonstrated:

BSHROD-PELO01. Professional Skills

Prudently select and put into application the skills and knowledge derived from classroom theory and instruction into local, national, regional and global business environments in order to effect the best solutions vis-à-vis the core values of the university.

BSHROD-PELO02. Critical Thinking and Decision-Making Skills

Analyze, gather information, identify problems, formulate solutions, hypothesize and implement action plans while utilizing the proper forms of technology, resources and much needed faculties to effect strategic solutions to corporate issues.

BSHROD-PELO03. Information Literacy

Learn, access, process and utilize digital and asymmetrical information in order to make the most ethical, legal and moral business decisions.

BSHROD-PELO04. Communication Skills

Express oneself through the use of different medium of communication, both oral and written in order to create a strategic impact in the business.

BSHROD-PELO05. Social Interaction Skills

Use appropriate interpersonal and group theory to work effectively by way of understanding and recognizing diversity, unique cultures, and interpersonal and group interactions to better inform, persuade, and influence others.





CAREER PATHWAYS

Below showcases the wealth of opportunities awaiting graduates equipped with a comprehensive understanding of human resources and organizational development, guiding them through a diverse array of professional trajectories.

- HR Generalists
- HR Specialists
- Administrative Office Professionals
- Learning and Development Professionals
- HR Supervisors
- HR Managers
- HR & OD Consultants
- Government Employees
- Academia



PROGRAM FEATURES

The Bachelor of Science in Human Resources and Organizational Development program at FEU is designed to equip students with the knowledge and skills essential for success in the field of human resources and organizational development.

In the first year, students explore foundational subjects that develop critical thinking and cultural awareness, such as Science, Technology, & Society, Art Appreciation, and Filipino in the Contemporary World. They also develop communication skills through courses like Retorika and Purposive Communication.

Moving into the second year, students delve deeper into the principles of organization development with courses like Fundamentals of Organization Development and Fundamentals of Change Management. They also gain insights into business communication and negotiation strategies, and data analytics, essential for effective HR management.

The third year focuses on advanced topics including Human Capital Development, Performance Management Systems, and Human Resources Analytics. These courses provide students with the tools to address contemporary challenges in HR and develop inclusive workplace environments.

In the final year, students undertake specialized courses such as Human Resources and Organizational Development Research and Strategic Human Resources Project Management. Elective courses offer opportunities to tailor learning to individual interests, covering areas like International Business and Culture and Ethical Considerations in Organizational Development. In the terminal semester, students engage in HR and OD consulting and 600 hours of Internship.





CURRICULUM

Bachelor of Science in Human Resource and Organizational Development program educates students on the broader aspects of organizational change and development, along with human resource management. This program encompasses system-wide improvements, change management, and behavioural science applications in the organizational context.

Strong features and unique characteristics of the program include: review and benchmarking of national, regional and global theories and practices of HR and OD professionals; courses and course works that promote for communication, teamwork, critical thinking, problem solving and decision making, and ethical leadership; development of a CEO mindset through relevant business course that focus on finance, marketing, organizational behaviour, operations management and strategic management; fusion of digital technology in the HR function; and opportunities to hone skills that are necessary in becoming an HR and OD professional.

The program has 167 total academic units that represent the aggregate courses of general education, core subjects, professional courses, and a robust internship program with respectable industry partners. Free elective courses are also offered for students to take courses which they feel can create an impact in their future professional careers.

SUMMARY

Course Cluster	No. of Units
General Education	39
Physical Education	8
National Service Training Program	6
HR & OD Core Courses	42
HR & OD Professional Courses	54
HR & OD Elective Courses	12
Internship and HROD Consulting	6
Total Units	167

FIRST YEAR

FIRST SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
GED0104	Science, Technology, and Society	3		
GED0106	Art Appreciation	3		
GED0113	The Filipino in the Contemporary World	3		
GED0116	Retorika	3		
GED0121	Language Enhancement and Proficiency (LEAP)	3		
GED0123	Philippine Popular Culture and Discourses	3		
GED0124	Purposive Communication	3		
NST0101	National Service Training Program 1	3		
PFT0101	Physical Activities Towards Health and Fitness 1	2		
FLJ0101	FEU Learning Journey 1	0		
HMR0101	Homeroom 1	0		
	Total Units	26	0	

SECOND SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
GED0103	Mathematics in the Modern World	3		
GED0107	Readings in the Philippine History	3		
GED0110	Understanding the Self	3		
GED0114	Applied Ethics in Contemporary Times	3		
GED0117	Culture, Society, Ideas, & Innovations	3		
GED0122	The Life and Works of Rizal	3		
HOD1101	Fundamentals of Organization Development	3		
NST0102	National Service Training Program 2	3		
PFT0102	Physical Activities Towards Health and Fitness 2	2		PFT0101
FLJ0102	FEU Learning Journey 2	0		FLJ0101
HMR0102	Homeroom 2	0		HMR0101
	Total Units	26	0	

SECOND YEAR

FIRST SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
HOD1102	Fundamentals of Strategic Human Resources Management	3		
HOD1103	Fundamentals of Change Management	3		
HOD1104	Industrial-Organizational Psychology	3		
HOD1105	Organizational Behavior	3		
HOD1106	Labor Law and Legislation	3		
BCM1101	Business Writing and Presentation	3		
IBL1101	Business Language Fundamentals	3		
PFT0103	Physical Activities Towards Health and Fitness 3	2		PFT0101, PFT0102
FLJ0103	FEU Learning Journey 3	0		FLJ0102
HMR0103	Homerom 3	0		HMR0102
	Total Units	23	0	

SECOND SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
BDA1101	Data Management and Visualization	2	1	
BCM1102	Negotiation and Conflict Management	3		
BCM1103	Applied Business Communication Strategies	3		
BAF1101	Introduction to Accounting and Finance	3		
HOD1110	Strategic Recruitment and Selection	3		
HOD1111	Compensation and Benefits Administration	3		
SDG1101	Introduction to Sustainability and the Sustainable Development Goals	3		
PFT0104	Physical Activities Towards Health and Fitness 4	2		PFT0101, PFT0102
FLJ0104	FEU Learning Journey 4	0		FLJ0103
HMR0104	Homerom 4	0		HMR0103
	Total Units	22	1	

THIRD YEAR

FIRST SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
BDA1102	Advanced Analytics and Predictive Modeling	2	1	BDA1101
BAF1102	Fundamentals of Business and Economics	3		
HOD1113	Human Capital and Workforce Capability Development	3		
HOD1114	Career Counselling, Mentoring and Coaching	3		
HOD1115	Diversity, Equity, and Inclusion in the Workplace	3		
HOD1112	Performance Management Systems	3		
IBL1102	Business Language Fluency	3		IBL1101
FLJ0105	FEU Learning Journey 5	0		FLJ0104
HMR0105	Homeroom 5	0		HMR0104
	Total Units	20	0	

SECOND SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
BDA1103	Big Data Technologies and Applications	2	1	BDA1102
BAF1103	Principles of Leadership, Marketing, and Organizational Behavior	3		
SDG1102	Integrating Sustainable Developpment Goals into Business Strategy	3		
HOD1107	Human Resources Analytics and Data-Driven Decision Making	3		
HOD1108	Problem-Solving and Decision-Making Techniques	3		
HOD1117	Leading Organizational Change	3		
HOD1116	Organizational Change Readiness and Needs Assessment	3		
FLJ0106	FEU Learning Journey 6	0		FLJ0105
HMR0106	Homeroom 6	0		HMR0105
	Total Units	20	1	

FOURTH YEAR

FIRST SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
HOD1119	Human Resources and Organizational Development Research	3		
HOD1109	Strategic Human Resources Project Management	3		
HOD1118	Evaluating Change Impact	3		
HOEL01	Elective 1	3		
HOEL02	Elective 2	3		
HOEL03	Elective 3	3		
HOEL04	Elective 4	3		
FLJ0107	FEU Learning Journey 7	0		FLJ0106
HMR0107	Homeroom 7	0		HMR0106
	Total Units	21	0	

SECOND SEMESTER

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
HOD1121	Internship	3		HOD1119
HOD1120	Human Resources and Organizational Development Consulting	3		
FLJ0108	FEU Learning Journey 8	0		FLJ0107
HMR0108	Homeroom 8	0		HMR0107
	Total Units	6	0	

ELECTIVES

Course Code	Course Title	Lec.	Lab.	Pre-Requisites
HOD1201	International Business and Culture	3		
HOD1202	Ethical and Legal Considerations in Organisation Development	3		
HOD1203	Program to Institutionalise Meritocracy and Excellence in Human Resources Management	3		
HOD1204	Industrial Relations and Negotiation	3		
SDG1103	Real-World Sustainable Development Goals Integration Project	3		
IBL1103	Mastery in International Business Communication	3		IBL01

TEACHING AND LEARNING APPROACHES

We implement a range of teaching and learning strategies in the BSHROD program. By assessing student needs and acknowledging industry demands, we design teaching and learning activities effectively.

Student-Centered Learning

Adhering to the University's educational philosophy and learning paradigm, the BSHROD program uses active and collaborative teaching-learning methods designed to empower students such as project-based activities, oral presentations, business simulation, and consulting activities.

Experiential Learning

The BSHROD program provides hands-on opportunities for students to apply theory in real-world settings. Through internships, case studies, and collaborative projects, students develop practical HR and OD skills under mentor guidance, preparing them for successful careers.



Didactic Approach

Students engage in structured learning experiences that blend theoretical knowledge with practical applications. Through classroom lectures, workshops, and seminars led by industry experts, students gain a solid understanding of HR and OD principles. Students participate in case studies, simulations, and group discussions to analyze real-world scenarios and develop problem-solving skills. The program also includes HR and OD consulting course, where students apply learned concepts to advise organizations on strategic HR initiatives.

Interdisciplinary Approach

Students explore the intersection of various disciplines to gain a comprehensive understanding of human resources and organizational development. Through a blend of courses in business, psychology, sociology, and management, students examine HR and OD concepts from multiple perspectives.

Blended Learning

BSHROD implements and employs a variety of learning management systems (LMSs) for delivering lectures, conducting simulations, and managing other tasks. In response to rapid technological advancements, the program has adjusted accordingly, promoting pervasive learning across online resources, traditional classrooms, and modules.

Utilizing LMSs like Canvas, Connect, MindTap, and MyLab, programmed instructions are seamlessly executed through modules containing prerequisite activities and assignments. These programmed instructions feature built-in algorithmic functions designed to assess the amount of reading or study required for students to accurately complete their assessments.

Research-Based Approach

Students in the BSHROD program are encouraged to conduct research projects. The program also maintains updated information and content to remain relevant and abreast with current industry practices through case studies and other researches involving management theory and practice.

Integration of Digital ALICE

Project Digital ALICE (Adaptive Learning through Immersive and Collaborative Environment) provides FEU students with an exceptional learning experience through an innovative model that combines international-quality content, state-of-the-art delivery methods, and tailored instruction. By integrating both in-person and online classes, ALICE establishes a dynamic and immersive learning environment that addresses many educational gaps, including those caused by pandemic-related challenges.





ASSESSMENTS

Throughout the program, students and teachers freely negotiate their assessments and assessment-related tasks for each course, especially in their GE courses. As most of the department are field practitioners and industry experts, teachers are encouraged to use their experience to develop relevant formative and capstone summative assessments. These assessments include:

Formative Assessments

Formative assessments allow teachers to identify learning gaps and possibly recalibrate the content and flow of instruction throughout the semester. Formative assessments include small projects, case analysis and presentations, simulations, group activities, peer or self-assessments, online and in-class exercises, assignments, and ungraded quizzes.

Formative assessments provide a feedback mechanism which allows teachers to reinforce student learning.

Summative Assessments

Regular departmental examinations are commonly conducted during the midterm while comprehensive examinations are administered during the final period. In select BSHROD professional courses, students are also required to submit final outputs in lieu of comprehensive examination.

BSHROD students undertake consulting project as part of their capstone assessment towards the end of the program.

INTERNSHIP & CONSULTANCY

BSHROD students are required to complete a 600-hour mandatory Internship in their final year of study. They are provided opportunities to embark on dynamic internships with various industry partners in the sectors of finance and banking, consulting, consumer goods, information, communications and technology, human capital management, logistics, manufacturing and supply chain, aviation, civic and public service, education, events and hospitality, healthcare and pharmaceuticals, insurance, and real estate.

Beyond the Philippines, students also have the option to take their internship abroad, with the help of the student apprenticeship program. The internship is designed to provide our students a head-start in their careers in HR and OD.

Students are required to undertake HR and OD consulting projects. Through these consulting works, students collaborate with businesses or organizations to address HR and OD challenges, providing valuable insights, recommendations, and solutions.

AWARD REQUIREMENTS

Students must complete a total of 167 credit hours of course work, including 600 hours of internship, and HR & OD consulting to finish the program.

PROFESSIONAL MEMBERSHIP

Our HR & OD program maintains strong linkages and partnership with the following professional organizations:



Organization Development Practitioners Network

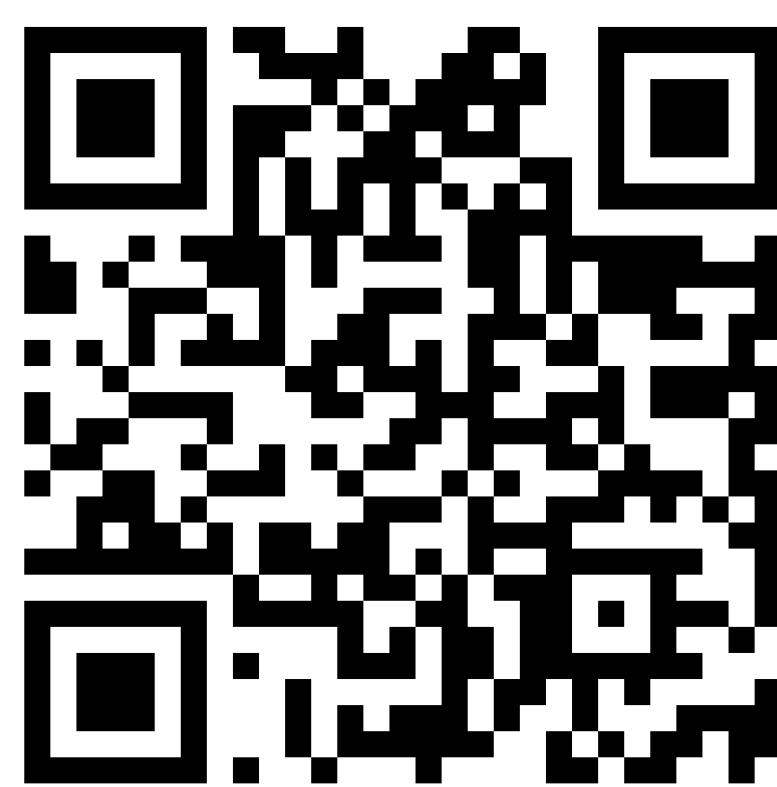


People Management Association of the Philippines



Philippine Society for Talent Development





ENRIQUE E. LOZARI

Dean

JOSELITO P. TEM

Associate Dean, IABF Manila

EARL JOSEPH M. BORGOÑA

Associate Dean, IABF Makati

GINO RAY N. GARCIA

Associate Dean, IABF Special Projects

REY G. PARCON

Department Chair

INSTITUTE OF ACCOUNTS, BUSINESS, AND FINANCE

Far Eastern University
Room 702, ABF Building
(02) 8849-4124; (02) 8849-4000 loc 245/246

iabf@feu.edu.ph
www.feu.edu.ph