

# AGRICULTURAL HUMAN RESOURCES MANAGEMENT MINOR

This minor provides students with an understanding of the many aspects of human behavior in the workplace of production agriculture. A wide range of topics including labor laws, human resource management, hiring, developing, training and retaining employees, workplace psychology, policy development, and leadership are covered within this minor. Specific emphasis is placed on H2A (agricultural work visas), seasonal, and migrant employees. Housing, OSHA, labor, and Workers Compensation Audits will also be covered. This minor requires 15 credits, with at least 9 credit hours in the upper-division.

## Program Learning Outcomes

Upon successful completion of this minor students will be able to:

- Conduct job analysis and develop job position/job descriptions within production agriculture settings.
- Understand human behavior in workplace settings, the variables which impact employees and their productive efficiency, and develop strategies to improve productive human relations in such settings.
- Correctly hire, train, retain, motivate, and dismiss employees within production agriculture (H2A, migrant, and seasonal employees).
- Manage employee relations, compensation, and performance management within multicultural settings.
- Understand human resource laws for American born and international employees (H2A, migrant, seasonal employees).
- Understand the federal, state, and local policy process.
- Implement federal labor laws, housing, and OSHA laws/regulations within the workplace
- Become familiar (or more familiar) with basic structure and vocabulary of the Spanish language.
- Recognize and integrate various cultural practices within the workplace, particularly the Hispanic culture.

## Curriculum Requirements

A minimum of 15 credits is required for completion of the minor. Students must be enrolled in a Bachelor's degree program in order to declare a minor.

Code	Title	Credits
<b>Required Coursework</b>		
PSYC 304 or BSAD 310	Industrial/Org Psychology Human Resource Management	3
AGBS 410	Ag Human Resource Management	3
AGBS 450	Ag Policy & Development	3
SPAN	Spanish or Foreign Language as Advised	3
Select one of the following AGBS/BSAD courses as Advised:		3
BSAD 116	Business Organization & Mgmt	
AGBS 100	Agricultural Economics	
AGBS 110	Intro to Food and Agribusiness	
<b>Total Credits</b>		<b>15</b>