

Human Resources Management



Become A People Person

Today's human resource professionals are strategic partners in an organization's growth and development. Gain a strong foundation of knowledge that will carry you through any obstacle.

Take any six classes to earn your certificate


- HR Essential Skills
- Talent Acquisition & Retention
- Talent & Performance Management
- People Analytics
- Essentials of HR Law & Compliance
- Intro to Total Rewards
- Diversity Management in Organizations

All classes eligible for SHRM recertification PDCs

Ask about our SHRM exam prep course!

According to Payscale, HR professionals saw a 30% increase in pay after earning a certificate.

 accelerator.bryant.edu

 401-232-6200

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BRYANT UNIVERSITY CERTIFICATE PROGRAMS

WHY SHOULD YOU PURSUE A BRYANT UNIVERSITY CERTIFICATE

Bryant University fosters a career advancement mindset in which students learn in an interactive format to gain skills they can immediately apply for their professional development. Since 1863, Bryant University has been a leader in offering innovative educational programs that address the changing landscape of both business and society.

From Project Management to Six Sigma, People Analytics to Mastering Leadership, our programs utilize cutting-edge approaches to create a highly interactive and experiential learning environment and ensure the knowledge gained can be utilized right away. All programs are developed and supported by our renowned Bryant Faculty.

You choose the path that's right for you from the comfort of your home or office: virtual instructor-led or online self-paced.

EDUCATION FOR INDIVIDUALS

Advance your career through our professional certificate programs and individual courses. Bryant offers virtual instructor-led and self-directed online learning options to provide you the utmost flexibility and convenience in your lifelong learning journey.

CUSTOM PROGRAMS

Bryant University offers customizable training to corporations, non-profits, and government organizations. Our custom programs can be onsite, virtual instructor-led, or online self-paced.

Investing in employee professional development is an essential component for any organizational success. Working collaboratively, we develop customized corporate programs for employers to help increase retention, performance, and personal growth.

KEY

Instructor-Led (online)



Icon represents programs offered by instructors via Zoom.

Join our expert Bryant instructors for direct teaching via Zoom. Instructor-led courses provide excellent opportunities to network with fellow learners and engage in real-world applications of material.

Self-Paced (online)



Icon represents self-paced programs offered online.

All self-paced courses are designed and supported by Bryant instructors. Self-paced courses are ideal opportunities to fit learning and career development into your busy schedule.

Strategies for Success



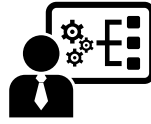
Icon represents customizable programs offered for organizations.

“Strategies for Success” is a one-week module that will familiarize you with our online learning system, to ensure when you begin your certificate program you are ready to learn and fully participate. Required for all first time Bryant University certificate learners.



DESIGN THINKING

Leverage your creativity: tackle complex problems by developing innovative solutions.



PROJECT MANAGEMENT

Explore the critical skills every project manager needs to be successful.



HUMAN RESOURCES

A SHRM preferred provider.

Examine HR best practices and become a strategic partner in your company's success.



LEADERSHIP DEVELOPMENT

Study the diverse skills required to be a dynamic value-based leader.



LEAN SIX SIGMA

Use a logical problem solving methodology to improve processes by eliminating waste.



COMING SOON

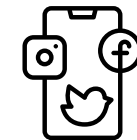
BUSINESS ANALYSIS

Advise clients and stakeholders by conducting insightful needs analyses.



AGILE & SCRUM

Deliver high quality efficient products and promote a strong team environment.



DIGITAL & SOCIAL MEDIA STRATEGY

Analyze today's digital landscape and build a strategic plan with target metrics.



DATA VISUALIZATION

Create vivid insightful visualizations in Excel, Power BI, Tableau, and Google Data Studio.



FINANCIAL PLANNING

Satisfy the educational requirements to confidently sit for the CFP® exam.



PA & NP LEADERSHIP IN HEALTHCARE

Master the skills PA/NP supervisors need in the healthcare workplace.



CYBERSECURITY FRAMEWORK

Learn NIST Cybersecurity Framework controls and management systems.

HUMAN RESOURCES MANAGEMENT

Today's human resource professionals are strategic partners who contribute to the development and accomplishments of the organization-wide business plan and objectives. For those who are new to a HR role, or looking to transition careers, a Human Resources Management certificate will provide you with a strong foundation of knowledge and connect you with a network of fellow HR professionals.

HR credentials provide a competitive edge and demonstrates your competence, experience, dedication, and credibility. According to a Payscale study, HR professionals saw an over 30% increase in pay after certification.

Learning Path

To earn the Human Resources Management Certificate individuals must successfully complete six courses. There are no pre-requisites or order in which courses must be completed.

SHRM Education Partner

Bryant University is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPTM or SHRM-SCPTM.

Bryant University is a SHRM preferred provider. All Human Resource Management classes are approved for SHRM-CP/SHRM-SCP recertification credits. This program has been approved for recertification credit hours through SHRM. For more information about certification or recertification, please visit www.shrm.org.



HUMAN RESOURCES MANAGEMENT

HR ESSENTIAL SKILLS

Explore and enhance the necessary skills required to excel as an HR professional.



Earn 2.4 CEUs

Course Description

There are many skills an HR professional will utilize throughout their career and are the key foundation for every Human Resources professional.

Topics covered in this class include emotional intelligence, developing positive relationships, personal branding, influencing others and managing difficult conversations.

Audience

For individuals pursuing their certificate program this course satisfies one out of the six course program requirements. There are no pre-requisites or order in which courses must be completed.

For SHRM recertification, this course is worth 24 PDCs.

Course Information

HRM 500

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 5 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. Discussion posts due on Mondays and all other deliverables due on Saturdays.

It is expected that you will spend approximately 4-5 hours per week working through these materials and assignments.

Begin your class on the Sunday following full enrollment.

Outcomes

Upon completion of this course, you will be able to:

- Understand what emotional intelligence is and start using this skill to “read the room” and anticipate potential issues between people before they arise
- Understand the importance positive relationships have on your career, including utilizing an empathetic style when dealing with people’s concerns
- Use your personal brand to enhance approachability and relationship building
- Use your influencing skills to steer others towards an outcome you desire that is beneficial to the organization or preserving positive employee relations
- Have difficult conversations with others, while focusing on facts, outcomes and managing emotions

HUMAN RESOURCES MANAGEMENT

ESSENTIALS OF HR LAW & COMPLIANCE

Understand the role, importance, and responsibility of the HR professional role with employment laws and compliance.



Earn 2.4 CEUs

Course Description

HR professionals are responsible to ensure compliance with relevant employment laws and aligning workplace policies with the overall business strategy.

Understanding federal laws and interactions with state and local laws is key part of the due diligence involved in this process.

Audience

For individuals pursuing their certificate program this course satisfies one out of the six course program requirements. There are no pre-requisites or order in which courses must be completed.

For SHRM recertification, this course is worth 24 PDCs.

Course Information

HRM 500

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 5 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. Discussion posts due on Mondays and all other deliverables due on Saturdays.

It is expected that you will spend approximately 4-5 hours per week working through these materials and assignments.

Begin your class on the Sunday following paid registration.

Outcomes

Upon completion of this course, you will be able to:

- Identify and understand employer responsibilities in complying with employment laws and regulations
- Research and provide effective guidance to stakeholders on workplace issues
- Apply practical knowledge to managing compliance in the workplace
- Understand how to draft an employee manual according to the needs of an organization
- Develop steps for creating policies, establishing uniform, well-defined standards

HUMAN RESOURCES MANAGEMENT

TALENT ACQUISITION AND RETENTION

Finding and engaging the right talent is critical for any organization's success.



Earn 2.4 CEUs

Course Description

People are a company's most valuable asset, and, as such, much care should go into selecting and retaining the right employees. There are many skills an HR professional will utilize throughout their career; none as critical as Talent Acquisition and Retention.

Topics covered in this class are the Recruitment Process, Workforce Planning, the Consultative Approach, Engagement and Retention.

Audience

For individuals pursuing their certificate program this course satisfies one out of the six course program requirements. There are no pre-requisites or order in which courses must be completed.

For SHRM recertification, this course is worth 24 PDCs.

Course Information

HRM 500

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 5 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. Discussion posts due on Mondays and all other deliverables due on Saturdays.

It is expected that you will spend approximately 4-5 hours per week working through these materials and assignments.

Begin your class on the Sunday following full enrollment.

Outcomes

Upon completion of this course, you will be able to:

- Understand what emotional intelligence is and start using this skill to "read the room" and anticipate potential issues between people before they arise
- Understand the importance positive relationships have on your career, including utilizing an empathetic style when dealing with people's concerns
- Use your personal brand to enhance approachability and relationship building
- Use your influencing skills to steer others towards an outcome you desire that is beneficial to the organization or preserving positive employee relations
- Have difficult conversations with others, while focusing on facts, outcomes and managing emotions

HUMAN RESOURCES MANAGEMENT

INTRODUCTION TO TOTAL REWARDS

Understand components that make up a Total Rewards program, used to retain and motivate employees.



Earn 2.4 CEUs

Course Description

Total Rewards encompass five components; compensation, well-being, benefits, development and recognition that collectively define an organization's strategy to attract, motivate, retain and engage employees. The challenge of developing, maintaining, and managing benefits and compensation plans is a critical and costly function for any organization and represents key components of a Total Reward Program.

Audience

For individuals pursuing their certificate program this course satisfies one out of the six course program requirements. There are no pre-requisites or order in which courses must be completed.

For SHRM recertification, this course is worth 24 PDCs.

Course Information

HRM 503

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 5 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. Discussion posts due on Mondays and all other deliverables due on Saturdays.

It is expected that you will spend approximately 4-5 hours per week working through these materials and assignments.

Begin your class on the Sunday following full enrollment.

Outcomes

Upon completion, you will be able to:

- Explain the Total Rewards Model (TRM)
- Describe the role of the TRM in an overall HR strategy
- Define each of the TRM components including compensation, well-being, benefits, development, and recognition
- Assess the work involved in developing a TRM for an organization including legal and regulatory compliance, policy and plan development, structure, and design, as well as communication and administration

HUMAN RESOURCES MANAGEMENT

BUSINESS & HR STRATEGY

Design strategic HR plans to optimize your organizations effectiveness.



Earn 2.4 CEUs

Course Description

This course will develop the student's understanding and appreciation of the role of strategic human resources management in an organization's success. This class will take the student through the journey on how to design and implement business and HR strategic plan and teaches how to align the plan to influence organizational effectiveness and impact.

Audience

For individuals pursuing their certificate program this course satisfies one out of the six course program requirements. There are no pre-requisites or order in which courses must be completed.

For SHRM recertification, this course is worth 24 PDCs.

Course Information

HRM 504

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 5 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. Discussion posts due on Mondays and all other deliverables due on Saturdays.

It is expected that you will spend approximately 4-5 hours per week working through these materials and assignments.

Begin your course on the first Sunday following enrollment.

Outcomes

Upon completion of this course, you will be able to:

- Understand and apply information to develop an organization's strategic plan and an aligned HR strategic plan
- Interpret information and data to make business decisions and recommendations
- Direct and contribute HR initiatives and processes within an organization
- Provide guidance to organizations stakeholders
- Effectively exchange information with key stakeholders
- Manage relationships and interactions across the enterprise to provide impactful HR support to the entire organization

HUMAN RESOURCES MANAGEMENT

DIVERSITY MANAGEMENT IN ORGANIZATIONS

Discover how diversity in the workplace increases organizational morale and effectiveness.



Earn 2.4 CEUs

Course Description

Diversity in organizations is a broad topic, affected by many issues including historical views of gender roles (e.g., societal norms, socialization), legislation (e.g., marriage, immigration, and employment laws), demographic trends, and other complexities. Many of the issues that have occurred in the past have similar or parallel issues today.

This class introduces theoretical and practical ideas about diversity in organizations, increases understanding of the concept of diversity in organizations, reduces discrimination, and increases fairness and equality to employees, applicants, and customers. Time will be spent investigating stereotypes and myths and will use data to help dispel them.

Audience

For individuals pursuing their certificate program this course satisfies one out of the six course program requirements. There are no pre-requisites or order in which courses must be completed.

For SHRM recertification, this course is worth 24 PDCs.

Course Information

HRM 505

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 5 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. Discussion posts due on Mondays and all other deliverables due on Saturdays.

It is expected that you will spend approximately 4-5 hours per week working through these materials and assignments

Begin your course on the first Sunday following enrollment.

Outcomes

Upon completion of this course, you will be able to:

- Identify and explain the commonly studied areas of diversity
- and discuss their interactions with one another
- Discuss the legislation and acts that are related to diversity in organizations
- Explain the historical and current legal and social issues that affect today's workers and organizations
- Express the importance of diversity in organizations to all workers
- Dispel common myths and misconceptions about diversity in organizations

HUMAN RESOURCES MANAGEMENT

TALENT AND PERFORMANCE MANAGEMENT

A comprehensive overview of the performance management process and how it applies to real-life scenarios.



Earn 2.4 CEUs

Course Description

Talent and Performance Management play critical roles in the attraction, development and motivation of the top talent needed for your organization. The challenge of managing performance is a critical factor to organizational success. It is the process of ensuring that what people do at work supports the goals and values of the larger organization and contributes to the overall success of the organization.

Key topics include organizational approaches to performance management and type of appraisal systems and programs; implementing and managing performance management program guides, systems, tools, and training; performance evaluation including planning, ongoing performance management, and writing the actual performance appraisal; linking performance and reward systems; and evaluating approaches and effectiveness.

Audience

For individuals pursuing their certificate program, this course satisfies one out of the six course program requirements.

For HR professionals seeking SHRM recertification, this course earns 24 professional development credits (PDCs).

Course Information

HRM 507

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 5 weeks of guided learning, each comprising multimedia, interactive modules, curated readings. Discussion posts due on Mondays and all other deliverables due on Saturdays.

It is expected that you will spend approximately 4-5 hours per week working through these materials and assignments.

Begin your class on the Sunday following full enrollment.

Outcomes

Upon completion of this course, you will be able to:

- Differentiate Talent vs. Performance Management, the goals of each, and where they fit into an Integrated Talent Management System.
- Create a performance management process that ensures an organization effectively monitors employee performance and understands its impact on organizational success.
- Describe how an organization's core values serve as the foundation to create a culture of performance and employee engagement.
- Evaluate the importance of ongoing communication, feedback, and coaching.

HUMAN RESOURCES MANAGEMENT

PEOPLE ANALYTICS

A data-driven approach for making decisions about managing people used by today's HR professionals.



Earn 2.4 CEUs

Course Description

This course will introduce participants to the theory, concepts, and business application of human resources research, data, metrics, systems, analyses, and reporting. Beyond traditional HR metrics, this course delves into the major advances and application of big data in HR decision-making.

Participants will develop an understanding of the role and importance of HR analytics and the ability to analyze and interpret HR data to support decision making. Participants will use applicable benchmarks/metrics to research case studies and will report findings and recommendations as part of the hands-on approach to learning.

Audience

For individuals pursuing their certificate program, this course satisfies one out of the six course program requirements.

For HR professionals seeking SHRM recertification, this course earns 24 professional development credits (PDCs).

Course Information

HRM 143

Schedule: Online, anytime. Begin your course on the first Sunday following enrollment.

2.4 CEUs

Overview & Assignments

This course consists of 6 weekly 3-hour virtual instructor-led sessions live via Zoom, with approximately one hour per week of additional readings and/or assignments during the course.

Meet fellow participants virtually and build your network.

Outcomes

Upon completion of this course, you will be able to:

- Understand the new call to action for the HR Professional and why it's so important today
- Understand how to use analytics as part of your HR decision making process as a business leader
- Analyze appropriate internal and external human resource metrics, benchmarks, and indicators
- Apply quantitative and qualitative analysis to understand trends and indicators in human resource data; understand and apply various statistical analysis methods
- How to apply what you have learned in class to your everyday role in Human Resources

Human Resources Management

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Course	Format	Schedule	Fee	Instructor	CEUs
People Analytics	Instructor Led via Zoom	Fall 2022 Aug 30-Oct 4 Tues, 6PM-9PM 6 weeks	\$799.00	Elissa O'Brien, SHRM-SCP	2.4
		Winter, 2023 Feb 7-Mar 14 Tues, 6PM-9PM 6 weeks			
		Spring 2023 May 2-Jun 6 Tues, 6PM-9PM 6 weeks			
	HRM 143				
HR Essential Skills	Self Paced Online	ANYTIME Class begins the Sunday following enrollment 5 weeks	\$ 799.00	Josh Varone, SHRM-CP	2.4
	HRM 500				
Essentials of HR Law & Compliance	Self Paced Online	ANYTIME Class begins the Sunday following enrollment 5 weeks	\$ 799.00	Stephanie Calenda, SHRM- SCP	2.4
	HRM 501				



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Human Resources Management

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Course	Format	Schedule	Fee	Instructor	CEUs
Talent Acquisition & Retention	Self Paced Online HRM 502	ANYTIME Class begins the Sunday following enrollment <i>5 weeks</i>	\$ 799.00	Josh Varone, SRHM-CP	2.4
Introduction to Total Rewards	Self Paced Online HRM 503	ANYTIME Class begins the Sunday following enrollment <i>5 weeks</i>	\$ 799.00	Roberta Gordon	2.4
Diversity Management in Organizations	Self Paced Online HRM 505	ANYTIME Class begins the Sunday following enrollment <i>5 weeks</i>	\$ 799.00	Eileen Kwesiga	2.4
Talen & Performance Management	Self Paced Online HRM 507	ANYTIME Class begins the Sunday following enrollment <i>5 weeks</i>	\$ 799.00	Roberta Gordon	2.4



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SHRM EXAM PREPARATION

After completing your educational requirements, this 12-week instructor led course provides soon-to-be SHRM certified HR professional with an expert, SHRM-certified instructor to answer your questions, guide you through interactive discussions, review sample test questions, and provide exclusive test-taking tips.

The national average SHRM-CP exam pass rate from the most recent testing window was 64 percent. Bryant's Exam Prep participants pass rate in the most recent testing window was 100 percent.

Now more than ever, HR is critical to our workforce. SHRM certifications are the only behavioral competency-based programs in the field. Ninety-two percent of HR executives agree that "it will be important for HR professionals to be SHRM-certified in the future." Earning one of the SHRM credentials conveys a clear message to C-suite leaders: "This HR professional is invested in their career and is ready to lead."

HUMAN RESOURCES MANAGEMENT

SHRM EXAM PREPARATION

Boost your chances of passing the SHRM exam on your first try.



Earn 3.6 CEUs

Course Description

This interactive system provides a personalized road map that combines in-depth HR knowledge with real-life situations to help you master the material and set you up Prepare for the future of Human Resources with SHRM Certification.

Registration also includes the online and print versions of the 2022 SHRM Learning System—the official certification prep tool, now updated with questions previously used on actual SHRM Certification exams.

Audience

Course Preparation Tools Designed for current HR professionals seeking to sit for the SHRM-CP™ or SHRM-SCPT™ exam.

Designed specifically for adult learners, this course will set you up for success on your exam.

Course Information

HRM 139

Schedule: 12 weeks of virtual Instructor led classes, please see the Course Schedule for dates and times.

3.6 CEUs

Overview & Assignments

This course consists of weekly instructor-led Zoom seminars for 12-weeks.

Outcomes

Beat the Average: Bryant University SHRM Exam Prep students consistently beat the national average pass rates for both the SHRM-CP and the SHRM-SCP certification exams. Learn from the best to be your best!

SHRM Exam Preparation					
Course	Format	Schedule	Fee	Instructor	CEUs
SHRM Exam Prep	Instructor Led via Zoom HRM 139	Fall 2022 Sep 14-Nov 30 Wed, 6PM-9PM 12 weeks	\$ 1,475.00	Stephanie Calenda, SHRM- SCP	3.6
		Winter 2023 Feb 22-May 10 Wed, 6PM-9PM 12 weeks			

