

Associate of Arts in Human Resources

Specialization in Faith-Based Human Resources and Management

HBI University

Course Duration: 2 years

Credit Hours: 60 hours (including 15 credit specialization hours)

Program Description

The Associate of Arts in Human Resources program with a Specialization in Faith-Based Human Resources and Management at HBI University provides students with the tools needed to support people-centered functions within faith-based organizations. The program emphasizes the integration of Christian values with modern human resource practices, preparing graduates to manage, recruit, and lead teams effectively. Topics covered include employment law, organizational behavior, performance management, and developing a biblically aligned workplace culture.

Students will learn to address employee needs, design training programs, implement fair hiring practices, and align HR strategies with a faith-based mission. This curriculum equips graduates with a balanced understanding of both the practical and spiritual aspects of human resource management.

Graduates can look forward to HR careers in churches, nonprofit organizations, ministries, and mission-focused businesses, where they will help create supportive environments that reflect Christ-centered principles.

General Education Courses (15 Credit Hours)

Course Code	Course Name	Credit Hours
GEN 101	English Composition I	3
GEN 102	English Composition II	3
GEN 103	College Algebra	3
GEN 104	Introduction to Psychology	3
GEN 105	Introduction to Sociology	3

Core Human Resources Courses (30 Credit Hours)

Course Code	Course Name	Credit Hours
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HRM 201	Introduction to Human Resources Management	3
HRM 202	Employment Law and Ethical Practices	3
HRM 203	Organizational Behavior and Leadership	3
HRM 204	Recruitment and Staffing Strategies	3
HRM 205	Performance Management and Appraisals	3
HRM 206	Compensation and Benefits Administration	3
HRM 207	Training and Development	3
HRM 208	Workplace Diversity and Inclusion	3
HRM 209	Human Resources Information Systems (HRIS)	3
HRM 210	Change Management and Conflict Resolution	3

Elective Courses (15 Credit Hours)

Course Code	Course Name	Credit Hours
HRM 301	Faith-Based Organizational Development	3
HRM 302	Employee Wellness and Pastoral Care	3
HRM 303	Volunteer Recruitment and Retention	3
HRM 304	Leadership Development for Ministry Teams	3
HRM 305	Mission-Driven Human Resources Strategies	3

Specialization in Faith-Based Human Resources and Management (15 Credit Hours)

Course Code	Course Name	Credit Hours
FHR 401	Theology of Work and Employee Stewardship	3
FHR 402	Faith-Based Leadership and Organizational Culture	3
FHR 403	Ethics and Decision-Making in Christian HR	3
FHR 404	Biblical Principles in Performance Management	3
FHR 405	Creating Christ-Centered Workplace Policies	3

Capstone Project (3 Credit Hours)

The Capstone in Faith-Based Human Resources and Management allows students to apply their knowledge by completing a practical project in a real-world faith-based organization. Students may:

- Design a comprehensive HR strategy for a church or ministry.
- Develop a training program tailored to a mission-focused organization.
- Create a plan for improving employee engagement within a nonprofit ministry.

Program Outcomes

Graduates of this program will:

- Lead HR initiatives with integrity, faith, and ethical judgment.
- Develop effective human resources strategies aligned with biblical principles.
- Enhance organizational culture through servant leadership and inclusion.
- Build HR programs that support employee growth, wellness, and pastoral care.
- Strengthen the Kingdom by stewarding people and resources in Christ-honoring ways.

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
Human Resources Manager (Faith-Based)	\$48,000 - \$65,000
HR Specialist for Nonprofits	\$45,000 - \$60,000
Ministry HR Coordinator	\$44,000 - \$58,000
Volunteer Recruitment Manager	\$50,000 - \$68,000

Faith-Based Organizational Consultant	\$52,000 - \$70,000
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