

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 prepares students to enter the workforce with a foundational understanding of HR principles, workplace ethics, and leadership grounded in faith values. This program equips students to support personnel, manage organizational development, and serve ethically in both secular and ministry-based environments.

Students will explore essential HR topics such as recruitment, training, employee relations, and labor laws. The program also emphasizes faith-based leadership, diversity and inclusion, and spiritual support practices that align with biblical and organizational ethics.

Graduates will be uniquely qualified to step into entry-level HR roles with both technical skills and a moral compass shaped by Christian values. They will understand how to guide HR operations with empathy, accountability, and cross-cultural awareness, enhancing both individual and team success.

This program is also ideal for those seeking to serve in churches, nonprofits, or businesses where people-focused leadership and ethical management rooted in faith is a priority.

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
HR 201	Introduction to Human Resources	3
HR 202	Talent Acquisition and Workforce Planning	3
HR 203	Compensation and Benefits	3
HR 204	Training and Development	3
HR 205	Employment Law and Workplace Policy	3
HR 206	Performance Management	3
HR 207	Organizational Culture and Change	3
HR 208	Employee and Labor Relations	3
HR 209	Workplace Ethics and Diversity	3
HR 210	HR Technology and Data Systems	3

Elective Courses (15 Credit Hours)

Course Code	Course Name	Credit Hours
HR 301	Conflict Resolution in the Workplace	3
HR 302	Leadership Communication Strategies	3
HR 303	Career Coaching and Employee Development	3
HR 304	Faith and Organizational Wellness	3
HR 305	HR Support in Ministry-Based Settings	3

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

Course Code	Course Name	Credit Hours
FHR 401	Biblical Leadership Principles in HR	3
FHR 402	Ministry and Personnel Stewardship	3
FHR 403	Integrating Faith and Ethics in HR Practices	3
FHR 404	Faith-Based Talent Development and Team Building	3
FHR 405	Leading HR Initiatives in Faith-Driven Organizations	3

Capstone Project (3 Credit Hours)

The Capstone in Faith-Based Human Resources and Management allows students to put theory into practice in a real-world context. Students may:

- Participate in a supervised HR internship in a faith-based or nonprofit setting.
- Create an HR policy manual that aligns legal compliance with spiritual values.
- Develop a leadership plan for a ministry HR department.

Program Outcomes

Graduates of this program will:

- Demonstrate competence in essential human resource functions and practices.
- Integrate Christian ethics and faith values into HR management.
- Communicate effectively across organizational roles and cultures.
- Facilitate employee growth, engagement, and team leadership.
- Promote ethical personnel policies and practices in faith-based and secular workplaces.

Career Outcomes and Potential Pay Scale

Career Path	Average Salary (Annual)
HR Assistant	\$38,000 - \$50,000
Talent Acquisition Coordinator	\$40,000 - \$55,000
HR Generalist	\$45,000 - \$60,000
Church or Ministry HR Manager	\$42,000 - \$58,000

Organizational Wellness Coordinator	\$40,000 - \$55,000
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