

Undergraduate Training Program for Human Resource Management

Major code:	120206	Major name:	Human Resource Management
Subject:	Management (12) Business Administration (1202)		

1、Major Introduction

The Department of Human Resource Management is a national first-class professional construction site, a provincial-level characteristic major in Henan Province, a school level comprehensive reform major, and a school level excellence plan project construction unit. Its predecessor can be traced back to the establishment of the "Labor Economic Management" specialty at Zhengzhou Aviation Industry Management College in 1984, which was approved by the Ministry of Aviation Industry. In May 1999, the teaching staff was reorganized based on the original major of labor economics and management, and began to recruit undergraduate students in human resources management. It became one of the earliest 36 universities in China to offer undergraduate majors in human resources management at that time. In 2008, it was rated as a provincial-level characteristic professional construction unit by the Henan Provincial Department of Education. In 2014, we began to recruit master's students in the field of human resource management. In 2019, it was approved as one of the first national first-class professional construction sites. After more than 20 years of development, the Human Resources Management major has closely followed the needs of aerospace and regional economic and social development, guided by the cross integration of "aviation+digital intelligence+virtual reality+business", highlighting industry characteristics, era characteristics, and professional traits, strengthening ideological and political education, highlighting international exchanges and cooperation, dedicating itself to building first-class majors, first-class courses, and first-class teams, promoting education and teaching reform with a more open attitude, high starting point and high standards, integrating industry and local needs into the curriculum system, and committed to cultivating new era business composite application talents with pioneering spirit and innovative ability who can engage in human resources management practice, teaching, research and other work in enterprises, institutions, and scientific research units. This major not only offers basic courses in management, economics, psychology, etc., but also teaches students methods and skills in strategic human resource management, meeting the needs of future human resource management development and construction from both theoretical and practical perspectives.

2、Training Objectives

To serve the national aerospace strategy and regional economic and social development, cultivate qualified builders and reliable successors of the socialist cause who meet the requirements of national and regional development in the new era, have comprehensive

development in morality, intelligence, physical fitness, aesthetics, and labor, possess solid professional knowledge and practical skills in human resource management, and be able to work in various enterprises and institutions, especially aviation enterprises or consulting companies, in human resource planning, job analysis, personnel recruitment and selection, employee performance evaluation and salary design, employee relationship handling and other aspects. They are high-quality composite innovative talents with socialist core values, humanistic heritage, professional qualities, innovation and entrepreneurship consciousness, and aviation mission.

After about 5 years of work practice after graduation, the expected goals for students are:

1. Possess application capability. Having a solid foundation in humanities, mathematics, information technology, economics, management, and specialized knowledge in human resource management, proficient in computer operation and application skills, possessing a certain level of foreign language comprehensive application ability, mastering scientific research methods, understanding the latest trends and developments in the field of human resource management, and competent in positions such as human resource management.

2. Possess management skills. Understand the basic principles and methods of research and development, production processes, and production management in enterprises and institutions, especially aviation enterprises, and have the ability to creatively carry out human resource management work; Be familiar with labor and personnel laws and regulations, understand the relevant guidelines and policies of China's human resources management, be able to handle labor relations according to law, and be competent for middle management positions in enterprises.

3. Possess innovative ability. Have business thinking and discerning thinking, and be able to use information technology, mathematical modeling, and business theory to apply the human resources management system in the Internet+big data environment, and use modern human resources management tools to support the enterprise's human resources planning, recruitment, performance, compensation and other management, and be competent for such positions as human resources director.

4. Possess the ability to develop. Understand the national, social, and business environment, master the basic policies and relevant regulations in the field of national economy and management, have an international perspective, and be able to communicate across cultures; Having a passion for exploring the unknown, keen observation ability, rich imagination ability, and lifelong learning ability, able to adapt to social and personal sustainable development.

5. Possess professional ethics. Having good political literacy, being able to practice socialist core values, possessing rich humanistic heritage, sensitive ethical awareness, good professional ethics and social responsibility, as well as a high sense of mission towards aviation; Strong interpersonal skills, communication and coordination abilities, and a sense of teamwork, capable of effectively completing team collaboration.

3、 Graduation requirements

1. Business knowledge: Possess solid foundational knowledge in humanities, mathematics, information technology, economics, management, and specialized knowledge in human resource management, master scientific research methods, and understand the latest developments and trends in the field of human resource management.

1.1 Have a solid foundation in humanities, information technology, mathematics, economics, management, and other related fields;

1.2 Master the basic methods of literature search and data retrieval, and understand the latest developments and trends in the field of human resource management.

2. Humanistic literacy: Possess good political literacy, be able to practice socialist core values, have rich humanistic heritage, sensitive ethical awareness, good professional ethics, and a sense of social responsibility.

2.1 Possess good political literacy and be able to practice socialist core values;

2.2 Possess rich humanistic heritage, sensitive ethical awareness, good professional ethics, and a sense of social responsibility;

3. Thinking and Innovation: Possess discerning thinking and innovative abilities, able to discover, analyze, question, and evaluate phenomena and problems related to human resource management, and express personal opinions.

3.1 Possess critical thinking abilities to independently recognize, analyze, and solve problems;

3.2 Able to discover, analyze, question, and evaluate phenomena and problems in the field of human resource management, and propose novel and unique insights.

4. Analyze and solve problems: Possess the ability to analyze the management and control issues of various functions and cross functional departments in enterprises and institutions, especially aviation enterprises. Able to conduct comprehensive analysis and research on complex problems in this professional field, and propose corresponding countermeasures.

4.1 Able to apply learned knowledge to make logical analysis and judgments on problems and viewpoints that arise in theory and practice;

4.2 Able to identify problems from a management perspective and provide constructive opinions and solutions.

5. Using tools: Master the basic practical ability of human resource management courses and be proficient in operating related businesses; Having practical skills in human resource management professional positions, able to design and operate systematic business management for enterprises.

5.1 Master the basic practical ability of human resource management courses, and be able to conduct enterprise human resource analysis, investigation, and data processing;

5.2 Possess practical skills in human resource management professional positions, able to design and operate systematic business management for enterprises.

6. Adapt to society: Understand the national, social, and commercial environment, master the basic policies and relevant regulations in the field of national economy and management, and practice the socialist core values.

6.1 Understand the national, social, and commercial environment, and master the basic policies and relevant regulations in the field of national economy and management;

6.2 Possess strong interpersonal skills, communication and coordination abilities, and a sense of teamwork, capable of effectively completing team collaboration.

7. International perspective: Possess an international perspective and understanding ability, understand the dynamics of international business management, pay attention to global issues, understand and respect the differences and diversity of different cultures in the world.

7.1 Have an international perspective and understanding, and be familiar with the dynamics of international enterprise management;

7.2 Pay attention to global issues, understand and respect the differences and diversity of different cultures in the world.

8. Lifelong learning: physical and mental health, awareness of self-directed and lifelong learning, ability to continuously learn and adapt to development, and the ability to adapt to social and personal sustainable development.

8.1 Have good physical fitness and a sound personality;

8.2 Possess the ability of self-directed learning and the awareness of lifelong learning, understand ways to expand knowledge and abilities, be able to continuously explore and learn, and adapt to personal and professional development needs.

9. Career development: Proactive and enterprising, possessing qualities of dedication, love for work, compliance with laws and regulations, unity and cooperation, as well as a high sense of aviation mission; Master the basic theories and methods of entrepreneurship and employment, and formulate career development plans based on one's own development direction.

9.1 Be proactive, possess qualities of dedication, love for work, compliance with laws and regulations, unity and cooperation, and a high sense of aviation mission;

9.2 Master the basic theories and methods of entrepreneurship and employment, and formulate career development plans based on one's own development direction.

Table 1: Support Matrix of Graduation Requirements for Training Objectives

training objectives Graduation requirements	Training Objective 1	Training Objective 2	Training Objective 3	Training Objective 4	Training Objective 5
Graduation Requirement 1	√	√			
Graduation Requirement 2		√		√	√
Graduation Requirement 3	√		√	√	
Graduation Requirement 4	√	√	√		√
Graduation Requirement 5	√	√	√		√

Graduation Requirement 6		√		√	
Graduation Requirement 7	√		√	√	
Graduation Requirement 8			√	√	√
Graduation Requirement 9		√		√	√

Note: The supporting relationship between graduation requirements and training objectives is indicated by a "√".

4、 Core courses

Organizational behavior, human resource management, organizational design and job analysis, personnel quality assessment, intelligent recruitment, performance management, compensation management, labor relations management, labor economics, labor law and social security law.

5、 Education System and Degree

Duration of study: The basic education system for this major is 4 years, and a flexible education system of 3-7 years is implemented.

Conferring degree: Bachelor of Management.

6、 Course Structure and Credit Requirements

Students are required to take at least 158+5 (extracurricular) credits within the school's designated time, totaling 163 credits, in order to graduate. The minimum credit requirements for various courses are shown in the table below.

Table 2: Credit Composition of Curriculum System

	133 credits in theoretical teaching					Concentrated practical teaching (Compulsory)	second class
	98.5 credits for compulsory courses, accounting for 74.06%, and 34.5 credits for elective courses, accounting for 25.94%						
	General Education Course		Subject Basic Course	specialized course	Personalized courses		
	Compulsory	take as an elective course					
credit	67.5（9.16）	4	16	15（1.00）	30.5	25	5
proportion	45.25%		10.13%	9.49%	19.30%	15.82%	

Note: "()" refers to the experimental (practical)/computer credits included in various theoretical courses, with a percentage of the total credits, rounded to two decimal places.

8、 Guiding Teaching Process Table

Teaching Progress Table of Human Resource Management

Major

Cour se categ ory	grou p num ber	course code	Course Name	curric ulum nature	credit	Gener al School time	give a lecture class hour	experi ment (Practi ce) class hour	Compu ter hours	Weekly study hours	start class semester
General Education Compulsory Course	not have group number	9500001 A	Career Planning for College Students	Compulsory	1.0	16	16	0	0	2	1
		GB001B	ESLI (1)	Compulsory	3.0	54	54	0	0	4	1
		JB00001 A	Artificial Intelligence and Future	Compulsory	3.0	54	36	0	18	4	1
		KB003C	Calculus II (A)	Compulsory	3.0	54	54	0	0	4	1
		MK00004 A	Ideological and Moral Cultivation and Basic Law Education	Compulsory	3.0	54	44	10	0	0	1
		XB014A	Situation and Policy I	Compulsory	0.25	8	8	0	0	2	1
		YB006B	Military Theory and National Security	Compulsory	3.0	48	44	4	0	3	1
		YB127A	Physical Education (I)	Compulsory	1.0	38	38	0	0	2	1
		9700001 A	Mental Health for College Students	Compulsory	2.0	32	32	0	0	2	2
		GB002C	ESL I (2)	Compulsory	3.0	54	54	0	0	4	2
		JB004B	Python Programming Design	Compulsory	3.0	48	32	0	16	3	2
		KB004C	Calculus II (B)	Compulsory	5.0	90	90	0	0	5	2
		MK00001 A	Introduction to Basic Principles of Marxism	Compulsory	3.0	54	44	10	0	0	2
		XB003B	Outline of Modern and Contemporary Chinese History	Compulsory	3.0	54	44	10	0	3	2
		XB014B	Situation and Policy II	Compulsory	0.25	8	8	0	0	2	2
		YB127B	Physical Education (II)	Compulsory	1.0	32	32	0	0	2	2
		BB539A	Innovation and Entrepreneurship Foundation	Compulsory	2.0	32	24	8	0	0	3
		GB003C	ESL I (3)	Compulsory	3.0	54	54	0	0	4	3
		KB009B	Probability Theory and Mathematical Statistics	Compulsory	3.5	64	64	0	0	4	3
		LB001A	College Chinese	Compulsory	2.5	40	40	0	0	3	3
		XB004C	Introduction to Mao Zedong Thought and Socialist Theoretical System with	Compulsory	3.0	54	44	10	0	3	3

Cour se cater gory	grou p num ber	course code	Course Name	curric ulum nature	credit	Gener al School time	give a lecture class hour	experi ment (Practi ce) class hour	Com pute r hour s	Weekly study hours	start class semester
			Chinese Characteristics								
		XB014C	Situation and Policy III	Compu lsory	0.25	8	8	0	0	2	3
		YB127C	Physical Education (III)	Compu lsory	1.0	42	42	0	0	2	3
		GB004B	ESL I（4）	Compu lsory	3.0	54	54	0	0	4	4
		KB008B	Linear Algebra	Compu lsory	2.5	46	46	0	0	3	4
		XB013A	Introduction to Xi Jinping’s Thought on Socialism with Chinese Characteristics for a New Era	Compu lsory	3.0	54	44	10	0	3	4
		XB014D	Situation and Policy IV	Compu lsory	0.25	8	8	0	0	2	4
		YB127D	Physical Education (IV)	Compu lsory	1.0	32	32	0	0	2	4
		XB014E	Situation and Policy V	Compu lsory	0.25	8	8	0	0	2	5
		9500002 A	Employment Guidance	Compu lsory	1.0	16	16	0	0	2	6
		XB014F	Situation and Policy VI	Compu lsory	0.25	8	8	0	0	2	6
		XB014G	Situation and Policy VII	Compu lsory	0.5	8	0	8	0	2	7
		——	Aesthetic Education	Compu lsory	2.0	32	32	0	0	2	3,5
		——	The Histories of the Party, New China, the Reform and Opening-up, and Socialist Development	Compu lsory	1.0	16	16	0	0	2	1-4
Subtotals by category					67.5	1226	1122	70	34		
Gener al electi ve cours es	not have grou p numb er	OX001B	Aviation Conspectus	take as an electiv e course	2.0	32	32	0	0	2	2
		500937	Mechanical Manufacturing Engineering	take as an electiv e course	2.0	36	36	0	0	3	2
Subtotals by category					4.0	68	68	0	0		
Subje ct based cours es	not have grou p numb er	WB001A	Introduction of Subjects	Compu lsory	1.0	16	16	0	0	2	1
		801004	Accounting Principles	Compu lsory	3.0	48	48	0	0	3	2
		BB718A	Management	Compu lsory	3.0	48	48	0	0	3	2
		BB981A	Organizational Behavior	Compu lsory	3.0	48	48	0	0	3	3
		CB101B	Microeconomics	Compu lsory	3.0	48	48	0	0	3	3

Course category	group number	course code	Course Name	curriculum nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
		CB102B	Macroeconomics	Compulsory	3.0	48	48	0	0	3	4
Subtotals by category					16.0	256	256	0	0		
monopolize line of business course	not have group number	BB901A	Human Resources Management	Compulsory	2.5	40	32	8	0	3	3
		BB911A	Organization Design and Job Analysis	Compulsory	2.5	40	40	0	0	3	3
		BB912A	Quality Assessment and Person Selection	Compulsory	2.5	40	36	4	0	3	4
		BB913A	Performance Management	Compulsory	2.5	40	40	0	0	3	5
		BB915B	Labor Relations Management	Compulsory	2.5	40	36	4	0	3	5
		BB914A	Compensation Management	Compulsory	2.5	40	40	0	0	3	6
Subtotals by category					15.0	240	224	16	0		
Personalized courses	I	BX921A	Human Resource Plan	take as an elective course	2.0	32	32	0	0	2	3
		BX930A	Psychology	take as an elective course	2.0	32	32	0	0	2	3
		LB201A	Sociology	take as an elective course	2.5	40	40	0	0	3	3
		BX922A	Labor Standards	take as an elective course	2.0	32	32	0	0	2	4
		BX956A	Training and Development	take as an elective course	2.0	32	32	0	0	3	4
		AB119A	Fundamentals of Business Law	take as an elective course	2.0	32	32	0	0	3	4
		BB902A	Labor Economics	take as an elective course	3.0	48	48	0	0	3	5
		AB003A	Financial Management	take as an elective	3.0	48	48	0	0	3	5

Course category	group number	course code	Course Name	curriculum nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
				e course							
		BX703A	Company Strategy	take as an elective course	2.5	40	40	0	0	3	5
		CB005A	Statistics	Compulsory	2.5	40	40	0	0	3	6
		HB020A	Labor Law and Social Security Law	take as an elective course	2.5	40	40	0	0	3	6
		BB801A	Marketing	take as an elective course	2.5	40	40	0	0	3	7
		BX710A	Innovation Management	take as an elective course	2.5	40	40	0	0	3	7
		Subtitle of the group (at least 12 credits must be taken in this group)			31.0	496	496	0	0		
	II	BX923A	Selected Readings In HRM Works	take as an elective course	2.5	40	40	0	0	3	4
		BX932A	Team Building and Management	take as an elective course	2.0	32	32	0	0	2	4
		LB032A	Speech and Eloquence	take as an elective course	2.0	32	32	0	0	2	4
		BX521A	Managerial Communication	take as an elective course	2.5	40	40	0	0	3	4
		BB715A	Business Ethics	take as an elective course	2.0	32	32	0	0	2	5
		BX925A	Lectures on Enterprise Human Resources	take as	2.5	40	40	0	0	3	5

Course category	group number	course code	Course Name	curriculum nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
			Professional	an elective course							
		BX911A	International Human Resource Management	take as an elective course	2.0	32	32	0	0	2	5
		BX751A	Cross-cultural Management	take as an elective course	2.0	32	32	0	0	2	5
		BX712A	Corporate Governance	take as an elective course	2.5	40	32	8	0	3	6
		AX314A	Enterprise Operations Research	take as an elective course	2.5	40	40	0	0	3	6
		AX313A	Enterprise Operation Management	take as an elective course	2.5	40	40	0	0	3	7
		CB214A	International Business	take as an elective course	2.5	40	40	0	0	3	7
		Subtitle of the group (at least 9 credits must be taken in this group)			27.5	440	432	8	0		
	III	BX933A	Smart recruitment	take as an elective course	2.5	40	24	16	0	3	5
		BX958A	Human Resource Management Case and Experience	take as an elective course	2.0	32	32	0	0	3	5
		AX705B	Commercial Big Data	take as an elective course	3.0	48	48	0	0	3	5
		AX122A	Text Analysis and Data Mining	take as an elective	2.0	32	32	0	0	4	5

Course category	group number	course code	Course Name	curriculum nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
				elective course							
		AX615A	HRM Theory Frontier and Writing*	take as an elective course	2.0	32	32	0	0	4	6
		BX957A	Organization and Management Research Methods	take as an elective course	2.5	40	40	0	0	4	6
		JB111C	Database Principles	take as an elective course	3.0	48	40	0	8	3	6
		DB220A	Management Information System	take as an elective course	3.0	48	36	0	12	4	7
		CB042A	Application of Management Statistics Software	take as an elective course	2.0	32	20	0	12	4	7
		Subtitle of the group (at least 9.5 credits must be taken in this group)				22.0	352	304	16	32	
Subtotals by category (at least 30.5 credits must be taken in this group)					89.5	1432	1340	68	24		
Concentrated practical teaching segment	not have group number	YS001A	Military Training	practic e	2.0	+2	0	0	0	0	1
		BS513B	Cognition of Business Enterprise	practic e	1.0	+1	0	0	0	0	2
		9600901B	Engineering Training B	practic e	2.0	+2	0	0	0	0	4
		BS936A	Comprehensive Experiment of Human Resources Management	practic e	1.0	+1	0	0	0	0	4
		BS938A	HRM Information Inquiry	practic e	1.0	+1	0	0	0	0	6
		AS812A	VBSE Enterprises Operation Comprehensive Training	practic e	1.0	+1	0	0	0	0	6
		BS937A	HRM Professional Skill Training	practic e	1.0	+1	0	0	0	0	7
		AS811A	Professional Practice	practic e	4.0	+4	0	0	0	0	8
		AS886B	Thesis	practic e	12.0	+12	0	0	0	0	3-8
Subtotals by category					25.0	0	0	0	0		

9、 Study requirements

1. Course requirements for "Graduation Thesis"

The course of "Graduation Thesis" is conducted in accordance with the "Management Measures for the Four Year Consistent System of Graduation Thesis (Design) at Zhengzhou Aviation Institute" (School Teaching Letter [2019] No. 24), and adopts a "2+2+8" model, with 2 credits in the 4th and 6th semesters and 8 credits in the 8th semester.

2. Personalized course requirements

Personalized course requirements: Group I should take no less than 12 credits, Group II should take no less than 9 credits, and Group III should take no less than 9.5 credits. * represents recommended elective courses.

3. Second Class

As one of the eligibility criteria for graduation, students must complete at least 5 credits for extracurricular activities. The second class activities include six categories: ideological growth, group learning experience, practical services, technological innovation, cultural and sports activities, and skill training. It is required that at least three of the six categories of activities do not score zero. The allocation of credits shall be assessed and implemented in accordance with the "Implementation Measures for the Second Class Transcript System for Undergraduate Students at Zhengzhou University of Aeronautical Industry Management (Trial)".

4. Special focus on aesthetic education

At least 2 credits must be taken in 8 courses including music appreciation, art appreciation, film and television appreciation, drama appreciation, dance appreciation, calligraphy appreciation, opera appreciation, and art introduction.

5. Special Project on Four Histories

The Four Histories Special Program includes the history of the Communist Party of China, the history of New China, the history of reform and opening up, and the history of socialist development. At least one credit must be taken and completed in the first and second year of college.

6. Labor education includes two parts: labor education theory courses and labor practice, totaling 32 class hours. The labor education theory course (8 class hours) is based on the compulsory general courses "Basic Principles of Marxism" (4 class hours) and "Ideological and Moral Education and Rule of Law" (4 class hours). Labor practice is offered based on the compulsory general course "Fundamentals of Innovation and Entrepreneurship" and the public course "Engineering Training B" in the concentrated practical teaching segment. Among them, "Fundamentals of Innovation and Entrepreneurship" offers 8 hours of labor practice, and "Engineering Training B" offers 16 hours of labor practice.

10、 The correlation matrix between the curriculum system and graduation requirements

Curriculum system	credit	Graduation Requirement 1		Graduation Requirement 2		Graduation Requirement 3		Graduation Requirement 4		Graduation Requirement 5		Graduation Requirement 6		Graduation Requirement 7		Graduation Requirement 8		Graduation Requirement 9	
		1.1	1.2	2.1	2.2	3.1	3.2	4.1	4.2	5.1	5.2	6.1	6.2	7.1	7.2	8.1	8.2	9.1	9.2
College English I (1)	3.0													√	√		√		
Military Doctrine	2.0			√		√									√	√		√	
Artificial Intelligence and the Future	2.0	√	√							√	√	√							
Ideology, Morality, and Rule of Law	3.0	√		√	√	√		√								√	√	√	√
Advanced Mathematics II (1)	3.0	√				√		√		√						√	√		
Sports Specialty	2.0															√			
Art Education Special Project	2.0	√			√			√				√			√				
Four History Special Project	1.0	√		√	√			√				√			√			√	
Situation and Policy	2.0		√	√		√	√	√	√			√	√	√	√		√	√	√
Career Planning for College Students	1.0							√											
the outline of Chinese modern history	3.0	√		√	√							√			√	√	√	√	
Python Programming	3.0	√	√			√		√		√	√	√				√	√		
Psychological Health of Undergraduate	2.0					√						√	√			√	√	√	
College English I (2)	3.0													√	√				
Advanced Mathematics II (2)	3.0	√	√			√		√		√						√			
Basic Principles of Marxism	3.0	√		√	√	√	√	√				√			√	√	√	√	
College English I (3)	3.0													√	√				
Probability theory and mathematical statistics	3.5	√	√			√		√		√						√			
Introduction to Mao Zedong Thought and the Theoretical System of Socialism with	3.0	√		√	√	√	√	√				√					√		

Chinese Characteristics																			
Introduction to Xi Jinping's Thought on Socialism with Chinese Characteristics for a New Era	3.0	√		√	√	√	√	√				√					√	√	√
College Chinese	2.5					√	√												
Innovation and Entrepreneurship Foundation	2.0							√		√	√	√	√	√	√		√	√	√
ESLI (4)	3.0													√	√				
Linear Algebra	2.5	√	√			√		√		√						√	√		
National security education in colleges and universities	1.0			√		√			√			√							
Employment Guidance	1.0				√		√			√	√			√				√	√
Introduction of Subjects	1.0		√		√		√					√		√	√	√		√	√
Management	3.0	√	√			√	√	√	√				√	√	√	√	√		
Accounting Principles	3.0	√				√		√									√	√	
Organizational Behavior	3.0	√				√	√	√	√	√			√	√	√	√	√	√	√
Microeconomics	3.0	√						√				√		√	√	√			
macroeconomics	3.0	√		√				√				√		√	√	√			
Human Resource Management	2.5	√	√		√	√	√	√	√	√	√		√		√		√	√	√
Organizational Design and Job Analysis	2.5		√				√	√	√	√	√		√				√	√	√
personnel qualification testing and appraisal	2.5		√			√	√	√	√	√	√		√			√	√	√	
Performance Management (Case Study)	2.5		√				√	√	√	√	√		√				√	√	
labor relations	2.5		√	√		√	√	√	√	√	√	√	√				√		
Salary Management (Case)	2.5		√				√	√	√	√	√		√				√	√	
Human Resource Planning	2.0		√																
psychology	2.0	√				√	√	√					√			√	√	√	
sociology	2.5	√				√	√	√				√	√			√	√	√	
Labor Quota Studies	2.0		√			√	√	√	√	√	√		√						

Training and development	2.0					√													
Fundamentals of Commercial Law	2.0	√		√	√			√				√		√	√	√	√	√	
labor economics	3.0	√			√		√	√	√	√	√					√	√	√	√
financial management	3.0	√						√	√			√							
Enterprise Strategic Management	2.5	√				√	√	√	√	√	√	√	√	√	√				√
Text Analysis and Data Mining	2.0	√	√				√	√		√	√								
Labor Law and Social Security Law	2.5	√		√	√	√	√	√			√	√	√		√	√		√	
Marketing	2.5	√						√				√	√						√
Innovation management	2.5					√		√									√		
Selected Readings of Original Works on Human Resource Management (Bilingual)	2.5		√			√		√		√	√			√	√		√	√	
Team building and management	2.0		√			√	√						√						
speech and eloquence	2.0										√		√						
Management communication	2.5	√				√		√						√	√		√		
Lecture by Enterprise Human Resource Manager	2.5		√		√		√	√	√	√	√	√	√					√	√
Human Resource Management	2.0		√			√	√	√	√	√	√	√	√	√	√		√		
Cross-cultural management	2.0		√			√	√	√	√			√	√	√	√		√		
Business ethics	2.0	√		√	√			√				√	√		√	√		√	
corporate governance	2.5							√				√	√					√	√
Enterprise Operations Research	2.5																		
Operation management	2.5						√	√	√	√	√		√						
international business	2.5				√			√				√	√	√	√	√			
Intelligent Recruitment	2.5		√		√		√			√	√		√	√			√	√	√
Human Resource Management Cases and Experiences	2.0					√	√	√	√										
Business big data	2.0							√		√	√			√				√	√
Business Big Data Tools and Applications	2.0							√		√	√						√	√	

Theoretical Frontiers and Paper Writing in Human Resource Management	2.0		√		√		√	√	√	√	√	√	√	√	√		√	√	√
Organizational and Management Research Methods	2.5					√	√	√		√			√	√	√		√	√	
management information systems	3.0					√		√		√	√								
Management and statistical software applications	2.0						√	√			√	√	√		√	√	√	√	
Introduction to Aviation	2.0							√				√	√		√	√			
Mechanical Manufacturing Engineering	2.5					√		√				√		√			√		
military training	2.0			√							√			√	√	√		√	√
Cognition Practice	1.0				√	√	√	√	√			√	√			√	√	√	√
Engineering Training B	2.0			√	√			√	√					√	√	√	√	√	√
Human Resource Management Sand Table Simulation	1.0					√	√	√	√	√	√	√	√	√		√	√	√	√
Human Resources Information Survey	1.0					√	√	√		√	√						√		
VBSE Enterprise Operations Comprehensive Training	1.0				√	√	√	√	√	√	√		√				√	√	√
HRM Professional Skills Training	1.0					√	√												
Professional Internship	4.0				√	√		√		√	√	√	√					√	√
Graduation Thesis (Design)	12.0					√	√	√	√		√	√	√	√	√	√	√		

Note: Supporting relationships are represented by "√" respectively.