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# Undergraduate Training Program for Human Resource Management

Major Code: 120206 Major Name: Human Resource Management

Discipline: Management (12); Business Administration (1202)

Prepared by: Chen Yiyi Reviewed by: Sun Zhaogang

## 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 a decade of development, this major aims to cultivate a new type of composite talent with strategic thinking who can engage in human resource 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 various organizational human resource management work from both theoretical and practical perspectives.

## 2、 Training Objectives

To cultivate qualified builders and reliable successors of the socialist cause who meet the needs of national and regional development in the new era and have comprehensive development in morality, intelligence, physical fitness, aesthetics, and labor. They should possess solid professional knowledge and practical skills in human resource management, and be able to engage in human resource planning, job analysis, personnel recruitment and selection, employee performance evaluation and salary design, employee relationship handling, and other work in various enterprises and institutions, especially aviation enterprises or consulting companies. They should be high-quality composite talents with socialist core values, humanistic heritage, professional qualities, innovation and entrepreneurship consciousness, and aviation mission.

After about 5 years of work practice, the expected goals to be achieved are:

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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. Having a solid foundation in humanities, mathematics, information technology, economics, management, and specialized knowledge in human resource management, mastering scientific research methods, and understanding the latest trends and developments 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.

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2. Humanistic literacy. Having good political literacy, being able to practice socialist core values, possessing 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. Having discerning thinking and innovative ability, 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. Having the ability to analyze the management and control issues of various functions and cross functional departments in enterprises and institutions, especially aviation enterprises, and being 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. Having an international perspective and understanding, understanding the dynamics of international business management, paying attention to global

issues, and understanding and respecting 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. Physically and mentally healthy, with awareness of self-directed and lifelong learning, the 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, 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 159+5 (extracurricular) credits within the school's designated time, totaling 164 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

	131.5 credits for theoretical teaching							Concentrated practical teaching (Compulsory)	second class
	Compulsory courses have 96 credits, accounting for 73.00%, while elective courses have 35.5 credits, accounting for 27.00%								
	General Education Course				Subject Basic Course	specialized course	Personalized courses		
	Compulso ry	take as an elective course	Art Education Special Project	Four History Special Project					
credit	65 (7.25)	4	2	1	16	15 (0.75)	28.5 (4.75)	27.5	5
proporti on	45.28%				10.06%	9.43%	17.92%	17.30%	

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、 Teaching Progress Table

### Teaching Progress Table of Human Resource Management

#### Major

Cour se cater gory	grou p num ber	course code	Course Name	course nature	credit	Gener al School time	give a lecture class hour	experi ment (Practi ce) class hour	Compu ter hour s	Weekly study hours	start class semester
General Education Compul sory Course	not have group name	GB001A	ESL I A	Compu lsory	3.0	48	48	0	0	3	1
		JB005A	Fundamentals of Computer	Compu lsory	2.0	32	16	0	16	2	1
		KB003A	Calculus II A	Compu lsory	3.0	48	48	0	0	3	1
		MK00004 A	Ideological and Moral Cultivation and Basic Law Education	Compu lsory	3.0	54	44	10	0	3.5	1
		YB005B	Military Theory	Compu lsory	2.0	36	32	4	0	2	1
		ZB002A	Introduction to Critical Thinking and Innovative Thinking	Compu lsory	0.5	10	10	0	0	2	1
		ZB005A	Career Planning for College Students	Compu lsory	1.0	16	16	0	0	2	1
		——	Sports Specialty	Compu lsory	4.0			0	0		1-4
		9700001 A	Mental Health Education of University Students	Compu lsory	2.0	32	32	0	0	2	2
		GB002B	ESL I B	Compu lsory	3.0	48	48	0	0	3	2
		JB004B	Python Programming Design	Compu lsory	3.0	48	32	0	16	3	2
		KB004A	Calculus II B	Compu lsory	5.0	80	80	0	0	5	2
		MK00001 A	Introduction to Basic Principles of Marxism	Compu lsory	3.0	54	44	10	0	3.5	2
		XB003B	Outline of Modern and Contemporary Chinese History	Compu lsory	3.0	54	44	10	0	3.5	2
		ZB003B	Theory on Labor Education	Compu lsory	2.0	32	32	0	0	2	2
		9600001 A	Basic Curriculum of College Students Innovative Undertaking	Compu lsory	2.0	32	24	8	0	2	3
		GB003B	ESLIC	Compu lsory	3.0	48	48	0	0	3	3
		KB009A	Probability Theory and Mathematical Statistics	Compu lsory	3.5	56	56	0	0	4	3
		LB001A	College Chinese	Compu lsory	2.5	40	40	0	0	3	3
		XB004B	Introduction to Mao Zedong Thought and Socialist Theoretical System with Chinese Characteristics	Compu lsory	5.0	90	64	26	0	4	3
		GB004A	ESLID	Compu lsory	3.0	48	48	0	0	3	4
		KB008A	Linear Algebra	Compu lsory	2.5	40	40	0	0	2.5	4

Course category	group number	course code	Course Name	course nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
		ZB004A	National Security Education in Colleges	Compulsory	1.0	16	16	0	0	2	4
		ZB005B	Employment Guidance	Compulsory	1.0	16	16	0	0	2	6
		XB006A	Situation and Policy	Compulsory	2.0	56	36	20	0	2	1-7
		——	Aesthetic Education	Compulsory	2.0	32	32	0	0	2	1-8
		——	The Histories of the Party, New China, the Reform and Opening-up, and Socialist Development	Compulsory	1.0	16	16	0	0	2	1-4
Subtotals by category					68.0	1082	962	88	32		
General elective courses	not have group name	It includes four major categories: human civilization and cultural heritage, economic activities and social management, technological development and scientific spirit, growth enlightenment and general abilities, with a minimum of 4 credits required.									
Art Education Special Project	not have group name	Learning about art appreciation and aesthetic experience. 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.									
Special Program for Four Histories Education	not have group name	Study of Four Histories. At least one course must be taken, including Party history, New China history, reform and opening up history, and socialist development history. The course is limited to selection and will be taught in the Spring and Autumn semesters. Complete the first and second year of study, with at least one credit taken.									
Subtotals by category					7.0						
Subject based courses	not have group name	WB001A	Introduction of Subjects	Compulsory	1.0	16	16	0	0	1	1
		800104	Accounting Principles	Compulsory	3.0	48	48	0	0	3	2
		BB718A	Management	Compulsory	3.0	48	48	0	0	3	2
		BB981A	Organizational Behavior	Compulsory	3.0	48	48	0	0	3	3
		CB101B	Microeconomics	Compulsory	3.0	48	48	0	0	3	3
		CB102B	Macroeconomics	Compulsory	3.0	48	48	0	0	3	4
Subtotals by category					16.0	256	256	0	0		
monopolize	not have group	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

Course category	group number	course code	Course Name	course nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
line of business course	p name	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
		BB915A	Labor Relations Management	Compulsory	2.5	40	40	0	0	3	5
		BB914A	Compensation Management	Compulsory	2.5	40	40	0	0	3	6
Subtotals by category					15.0	240	228	12	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
		BX952A	Training Management	take as an elective course	2.0	32	32	0	0	2	4
		AX119B	Fundamentals of Business Law	take as an elective course	2.5	40	40	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 course	3.0	48	48	0	0	3	5
		BX703A	Company Strategy	take as an elective course	2.5	40	40	0	0	3	5



Course category	group number	course code	Course Name	course nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
		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
		<b>Subtitle of the group (at least 11 credits must be taken in this group)</b>			<b>31.5</b>	<b>504</b>	<b>504</b>	<b>0</b>	<b>0</b>		
	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
		BX925A	Lectures on Enterprise Human Resources Professional	take as an elective course	2.5	40	40	0	0	3	5
		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	2.0	32	32	0	0	2	5

Course category	group number	course code	Course Name	course nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
				elective course							
		BB715A	Business Ethics	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
		<b>Subtitle of the group (at least 9 credits must be taken in this group)</b>			<b>27.5</b>	<b>440</b>	<b>432</b>	<b>8</b>	<b>0</b>		
	III	BX933A	Smart recruitment	take as an elective course	2.5	40	24	16	0	3	5
		AX701A	Foundation of Commercial Big Data	take as an elective course	2.0	32	32	0	0	2	5
		AX702A	Commercial Big Data Tools and Applications	take as an elective course	2.0	32	16	16	0	2	6
		AX615A	HRM Theory Frontier and Writing*	take as an elective course	2.0	32	32	0	0	2	6
		BX929A	Scientific Research Method	take as an elective course	2.5	40	40	0	0	3	6

Course category	group number	course code	Course Name	course nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester	
				course								
		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 6.5 credits must be taken in this group)				16.0	512	488	0	24		
	Featured Elective Courses	PB001B	Introduction to Civil Aviation	take as an elective course	2.0	32	32	0	0	2	2	
		OB001B	Aviation Conspectus	take as an elective course	2.0	32	32	0	0	2	2	
		BX714B	Aviation Corporate Culture	take as an elective course	2.0	32	32	0	0	2	4	
		CB107A	Theory and Practice of Aviation Economy	take as an elective course	2.0	32	32	0	0	2	4	
		OX039A	Aviation Model Design and Making	take as an elective course	2.0	32	8	24	0	2	5	
		FX621A	Mechanical Manufacturing Engineering	take as an elective course	2.5	40	36	4	0	2.5	5	
		Subtitle of the group (at least 2 credits must be taken in this group)				12.5	200	172	28	0		
	Subtotals by category											
	Concentrated practical teaching segment	not have group name	YS001A	Military Training	practice	2.0	0	0	0	0		1
			BS513B	Cognition of Business Enterprise	practice	1.0	0	0	0	0		2
ZS006A			Practice on Labor Education	practice	0.5	0	0	0	0		2-7	
9600901B			Engineering Training B	practice	2.0	0	0	0	0		3	
BS936A			Comprehensive Experiment of Human Resources Management	practice	1.0	0	0	0	0		4	

Course category	group number	course code	Course Name	course nature	credit	General School time	give a lecture class hour	experiment (Practice) class hour	Computer hours	Weekly study hours	start class semester
		BS938A	HRM Information Inquiry	practice	1.0	0	0	0	0		6
		AS812A	VBSE Enterprises Operation Comprehensive Training	practice	1.0	0	0	0	0		6
		BS937A	HRM Professional Skill Training	practice	1.0	0	0	0	0		7
		AS811A	Professional Practice	practice	4.0	0	0	0	0		7
		ZS003A	Innovation and Entrepreneurship Practice	practice	2.0	0	0	0	0		8
		AS886B	Thesis	practice	12.0	0	0	0	0		3-8
Subtotals by category					27.5	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. Requirements for the Course of "Innovation and Entrepreneurship Practice"

The credits for "Innovation and Entrepreneurship Practice" are recognized according to the "Measures for the Recognition and Alternative Management of Undergraduate Innovation and Entrepreneurship Credits at Zhengzhou University of Aeronautical Industry Management" (Jiao [2020] No. 78).

3. Personalized course requirements include a minimum of 11 credits for Group I, 9 credits for Group II, and 6.5 credits for Group III.

### 4. 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)".

### 5. Sports specialties

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At least 4 credits must be taken for sports majors, with 1 credit required for each of the 1-4 semesters.

6. 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.

7. Special Project on Four Histories

Study of Four Histories. At least one credit must be taken for the study of 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, and completed in the first and second year of college.

### 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			√		√									√	√		√	
Fundamentals of Computers	2.0	√	√							√	√	√							
Ideology, Morality, and Rule of Law	3.0	√		√	√	√		√								√	√	√	√
Advanced Mathematics II (1)	2.0	√				√		√		√						√	√		
Sports Specialty	2.0															√			
Situation and Policy	3.0		√	√		√	√	√	√			√	√	√	√		√	√	√
Introduction to Creative Thinking	3.0		√			√	√	√		√	√		√	√	√	√	√	√	
Career Planning for College Students	4.0							√											
the outline of Chinese modern history	2.0	√		√	√							√			√	√	√	√	
Theory of Labor Education for College Students	0.5																		
Python Programming	1.0	√	√			√		√		√	√	√				√	√		
Psychological Health of Undergraduate	3.0					√						√	√			√	√	√	
College English I (2)	2.0													√	√				
Advanced Mathematics II (2)	3.0	√	√			√		√		√						√			
Basic Principles of Marxism	2.0	√		√	√	√	√	√				√			√	√	√	√	
College English I (3)	3.0													√	√				
Probability theory and mathematical statistics	5.0	√	√			√		√		√						√			
Introduction to Mao Zedong Thought and the Theoretical	3.0	√		√	√	√	√	√				√					√		

System of Socialism with Chinese Characteristics																			
College Chinese	3.0					√	√												
Fundamentals of Entrepreneurship for College Students	3.5							√		√	√	√	√	√		√	√	√	
College English I (4)	5.0													√	√				
linear algebra	2.5	√	√			√		√		√						√	√		
National Security Education in Higher Education Institutions	2.0			√		√			√			√							
employment guidance	3.0				√		√			√	√			√				√	√
Subject Introduction	2.5		√		√		√					√		√	√	√		√	√
management	3.0	√	√			√	√	√	√				√	√	√	√	√		
Principles of Accounting	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 management	2.0					√													
Fundamentals of Commercial Law	2.5	√		√	√			√				√		√	√	√	√	√	

labor economics	3.0	√			√		√	√	√	√	√					√	√	√	√
financial management	3.0	√						√	√			√							
Enterprise Strategic Management	2.5	√				√	√	√	√	√	√	√	√	√	√				√
statistics	2.5	√	√				√	√		√	√								
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		√		√		√			√	√								
Fundamentals of Business Big Data	2.0						√	√		√	√			√				√	√
Business Big Data Tools and Applications	2.0						√	√		√	√						√	√	
Theoretical Frontiers and Paper Writing in Human Resource Management	2.0		√		√		√	√	√	√	√	√	√	√	√		√	√	√
Scientific research methods	2.5					√	√	√		√			√	√	√		√	√	



management information systems	3.0					√		√		√	√								
Management and statistical software applications	2.0						√	√			√	√	√		√	√	√	√	
Introduction to Civil Aviation	2.0							√				√	√		√	√			
Introduction to Aviation	2.0							√				√	√		√	√			
Aviation corporate culture	2.0				√				√										
Theory and Practice of Aviation Economy	2.0					√													
Aviation model design and production	2.0					√		√				√		√	√		√	√	
Mechanical Manufacturing Engineering	2.5					√		√				√		√			√		
military training	2.0			√							√			√	√	√		√	√
Cognition Practice	1.0				√	√	√	√	√			√	√			√	√	√	√
Practice of Labor Education for College Students	0.5			√															
Metalworking Practice	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				√	√		√		√	√	√	√					√	√
Innovation and Entrepreneurship Practice	2.0				√	√	√	√	√					√	√	√	√	√	√
Graduation Thesis (Design)	12.0					√	√	√	√		√	√	√	√	√	√			

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