

Undergraduate Training Program for Human Resource Management

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:

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, performance management, compensation management, labor relations management, labor economics, labor law, and social security law.

5、Education System

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 160+5 (extracurricular) credits within the school's designated time, totaling 165 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

	132.5 credits for theoretical teaching					Concentrated practical teaching (Compulsory)	second class
	100 credits for compulsory courses, accounting for 75.5%, and 32.5 credits for elective courses, accounting for 24.5%						
	General Education Course		Subject Basic Course	specialized course	Personalized courses		
	Compulsory	take as an elective course					
credit	69（7.25）	6	16	15（1.00）	26.5	27.5	5
proportion	46.88%		10%	9.38%	16.56%	17.19%	

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 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 hours	Weekly study hours	start class semester
General Education Compulsory Course	not have group number	GB001A	ESLIA	Computory	3.0	48	48	0	0	3	1
		JB005A	Fundamentals of Computer	Computory	2.0	32	16	0	16	2	1
		KB003A	Calculus II A	Computory	3.0	48	48	0	0	4	1
		MK00004 A	Ideological and Moral Cultivation and Basic Law Education	Computory	3.0	54	44	10	0	3.5	1
		YB005B	Military Theory	Computory	2.0	36	32	4	0	2	1
		ZB002A	Introduction to Critical Thinking and Innovative Thinking	Computory	0.5	10	10	0	0	1	1
		ZB005A	Career Planning for College Students	Computory	1.0	16	16	0	0	2	1
		9700001 A	Mental Health Education of University Students	Computory	2.0	32	32	0	0	2	2
		GB002B	ESLIB	Computory	3.0	48	48	0	0	3	2
		JB004B	Python Programming Design	Computory	3.0	48	32	0	16	2	2
		KB004A	Calculus II B	Computory	5.0	80	80	0	0	5	2
		MK00001 A	Introduction to Basic Principles of Marxism	Computory	3.0	54	44	10	0	3.5	2
		XB003B	Outline of Modern and Contemporary Chinese History	Computory	3.0	54	44	10	0	3.5	2
		ZB003B	Theory on Labor Education	Computory	2.0	32	32	0	0	2	2
		9600001 A	Basic Curriculum of College Students Innovative Undertaking	Computory	2.0	32	24	8	0	2	3
		GB003B	ESLIC	Computory	3.0	48	48	0	0	3	3
		KB009A	Probability Theory and Mathematical Statistics	Computory	3.5	56	56	0	0	4	3
		LB001A	College Chinese	Computory	2.5	40	40	0	0	3	3
		XB004C	Introduction to Mao Zedong Thought and Socialist Theoretical System with Chinese Characteristics	Computory	3.0	54	44	10	0	3.5	3

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	Com pute r hour s	Weekly study hours	start class semester
		XB013A	Introduction to Xi Jinping’s Thought on Socialism with Chinese Characteristics for a New Era	Compulsory	3.0	54	44	10	0	3.5	4
		GB004A	ESLID	Compulsory	3.0	48	48	0	0	3	4
		KB008A	Linear Algebra	Compulsory	2.5	40	40	0	0	3	4
		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	0.5	1-7
		——	Physical Education	Compulsory	4.0	144	144	0	0	2	1-4
		——	Aesthetic Education	Compulsory	2.0	32	32	0	0	2	3,5
		——	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					69.0	1244	1130	82	32		
General elective courses	not have group number	It includes four 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 6 credits required.									
Subtotals by category					6.0						
Subject based courses	not have group number	WB001A	Introduction of Subjects	Compulsory	1.0	16	16	0	0	2	1
		801004	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 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

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
				Isory							
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	3	3
		BX930A	Psychology	take as an elective course	2.0	32	32	0	0	3	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	3	4
		BX956A	Training and Development	take as an elective course	2.0	32	32	0	0	3	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
		CB005A	Statistics	Computory	2.5	40	40	0	0	3	6
		HB020A	Labor Law and Social Security Law	take as an elective	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							
		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 10 credits must be taken in this group)			31.5	504	504	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	3	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	3	5
		BX751A	Cross-cultural Management	take as an elective course	2.0	32	32	0	0	3	5
		BB715A	Business Ethics	take as an elective course	2.0	32	32	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
				course							
		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 8.5 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
		AX701A	Foundation of Commercial Big Data	take as an elective course	2.0	32	32	0	0	3	5
		AX702A	Commercial Big Data Tools and Applications	take as an elective course	2.0	32	16	16	0	3	6
		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

Cour se cate 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	Com pute r hour s	Weekly study hours	start class semester
		DB220A	Management Information System	take as an electiv e course	3.0	48	36	0	12	4	7
		CB042A	Application of Management Statistics Software	take as an electiv e course	2.0	32	20	0	12	4	7
		Subtitle of the group (at least 6 credits must be taken in this group)				18.0	288	232	32	24	
	Feat ured Elec tive Cours es	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	3	5
		Subtitle of the group (at least 2 credits must be taken in this group)				12.5	200	172	28	0	
	Subtotals by category (at least 26.5 credits must be taken in this group)				89.5	1432	1340	68	24		
Conce ntrate d practi cal teachi ng segme nt	not have grou p num ber	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
		ZS006A	Practice on Labor Education	practic e	0.5	+1	0	0	0	0	2-7
		9600901B	Engineering Training B	practic e	2.0	+2	0	0	0	0	3
		BS936A	Comprehensive Experiment of Human Resources Management	practic e	1.0	+1	0	0	0	0	4
		BS938A	HRM Information Inquiry	practic	1.0	+1	0	0	0	0	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
				e							
		AS812A	VBSE Enterprises Operation Comprehensive Training	practice	1.0	+1	0	0	0	0	6
		BS937A	HRM Professional Skill Training	practice	1.0	+1	0	0	0	0	7
		AS811A	Professional Practice	practice	4.0	+4	0	0	0	0	8
		ZS003A	Innovation and Entrepreneurship Practice	practice	2.0	+2	0	0	0	0	8
		AS886B	Thesis	practice	12.0	+12	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 taking 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

The 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

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

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.

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	8.1	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															√			
Art Education Special Project	2.0	√			√			√				√			√				
Four History Special Project	1.0	√		√	√			√				√			√			√	
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	√	√			√		√		√						√			

[illegible]

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		√		√		√	√	√	√	√	√	√	√	√		√	√	√
Organizational and Management 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					√	√	√	√		√	√	√	√	√	√			

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

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