

ORGANIZATIONS AND HUMAN RESOURCE MANAGEMENT (MINOR)

School of Industrial and Labor Relations

Program Website (<https://www.ilr.cornell.edu/programs/undergraduate-minors/ohrm-minor>)

Program Description

The Organizations and Human Resource Management (OHRM) minor is ideal for students who want to take leadership or people-focused roles in any type of organization. Whether your future is at a global firm, a nonprofit, a government agency or a start-up, this minor prepares you with the foundational theories and real-world practices necessary for organizational success. A wide menu of classes from ILR's Human Resource Studies (<https://www.ilr.cornell.edu/academics/departments/human-resource-studies>) and Organizational Behavior (<https://www.ilr.cornell.edu/academics/departments/organizational-behavior>) departments will help prepare students in guiding, leading and empowering people and organizations into the future. The minor is open to all undergraduate students.

Academic Standards

Grade Requirements

All courses must be taken for a letter grade. Grades of S/U or SX/UX will not be accepted.

Program Information

- Minimum Credits for Minor: 15

Minor Requirements

- A maximum of 3 credits may double count with other major or minor requirements.
- Up to 3 credits of pre-matriculation transfer coursework may be applied to the minor, provided the course is deemed equivalent to an existing ILRHR or ILROB course at Cornell. Pre-matriculation transfer coursework will be evaluated in accordance with the transfer credit policy.
- The following will not be accepted towards the minor:
 - Transfer credit completed after entering Cornell
 - Study abroad coursework¹
- Students cannot petition for any exceptions to these requirements.

Code	Title	Hours
Foundation Course		
ILRHR 2600	Managing Talent ¹	3

Code	Title	Hours
Elective Courses		
Select 12 credits of coursework with an ILRHR or ILROB prefix ^{2,3}		12

to take ILRHR 2600 at Cornell but must still complete 15 credits of coursework with an ILRHR or ILROB prefix, excluding the study abroad course.

- ² ILRID 1700 Introduction to Organizations and Management can be used to fulfill elective coursework. This is the only non-ILRHR/ILROB approved exception. Students may not petition for other courses to count for the minor.
- ³ ILR credit internship, ILR honors' thesis, directed study and independent study credits related to the minor are encouraged but cannot count toward minor requirements.

¹ When repeat credit policy prevents enrollment in ILRHR 2600 at Cornell, a study abroad course approved as equivalent may be used to satisfy the foundation requirement, but the credits will not count toward the total credits for the minor. Students in this situation are not required