

# Human Resource Management B.A.

## Human Resource Management Major

The B.A. Human Resource Management major requires a minimum of 120 total hours to graduate. This total includes UNIFI/General Education requirements and the following specified major requirements, plus electives to complete the minimum of 120 hours.

### Required Business Core:

Business Administration, Interdepartmental:		
BUSINESS 1000	Introductory Seminar for Business Professionals	0
BUSINESS 2000	Business Professionals in Training	0
Accounting:		
ACCT 2120	Principles of Financial Accounting	3
ACCT 2130	Principles of Managerial Accounting	3
Marketing:		
MKTG 2110	Principles of Marketing	3
Management:		
MGMT 2080	Introduction to Information Systems	3
MGMT 3100	Legal and Social Environment of Business	3
or ACCT 3075	Legal and Ethical Concepts for Accountants	
MGMT 3154	Operations Management	3
MGMT 3965/5965	Organizational Behavior	3
MGMT 4175	Strategic Management *	3
Finance:		
FIN 3130	Corporate Finance	3
Economics:		
ECON 1011	Statistics for Business Analytics	3
ECON 2090	Decision Analytics	3
ECON 1041	Principles of Macroeconomics	3
ECON 1051	Principles of Microeconomics	3
Mathematics:		
STAT 1772	Introduction to Statistical Methods	3
Required Courses:		
Management:		
MGMT 3155	Human Resource Management	3
MGMT 3905/5905	Employment and Labor Law	3
MGMT 3966/5966	Staffing and Employee Development	3
MGMT 3968/5968	Compensation and Performance Management Systems	3
MGMT 3984/5984	Dynamics of Negotiations	3

Electives (select one of the following):	3
MGMT 2113	Business Communication
MGMT 3163	Creative Problem Solving
MGMT 3189/5189	International Management
MGMT 3974/5974	Ethics, Responsible AI, and Business
Total Hours:	60

\* The rest of the business core must be completed before MGMT 4175 is taken.

Note: Human Resource Management majors are allowed to double with Management majors with an Organizational Leadership track by taking five additional classes (i.e., only one class is allowed to double count for both majors), including ENTR 3583/5583 (Entrepreneurship). Management: Business Administration emphasis is excluded from this option.

## Four-Year Plan

### Human Resource Management, B.A.

This is a sample plan of study with a suggested sequencing of classes for the major. University electives may be applied to earn additional academic majors, minors, or certificates. Students should regularly meet with their academic advisor to plan their specific semester schedule to include UNIFI/General Education program and/or university elective hours required.

Course	Title	Hour
<b>Freshman</b>		
<b>Fall</b>		
BUSINESS 1000	Introductory Seminar for Business Professionals	0
ECON 1041	Principles of Macroeconomics	3
ENGLISH 1005	College Writing and Research	3
STAT 1772	Introduction to Statistical Methods	3
UNIFI/General Education or University Electives		6
<b>Hours</b>		<b>15</b>
<b>Spring</b>		
ECON 1011	Statistics for Business Analytics	3
ECON 1051	Principles of Microeconomics	3
UNIFI/General Education or University Electives		9
<b>Hours</b>		<b>15</b>
<b>Sophomore</b>		
<b>Fall</b>		
BUSINESS 2000	Business Professionals in Training	0
ACCT 2120	Principles of Financial Accounting	3
MGMT 2080	Introduction to Information Systems	3
UNIFI/General Education or University Electives		9
<b>Hours</b>		<b>15</b>

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<b>Spring</b>		
ACCT 2130	Principles of Managerial Accounting	3
ECON 2090	Decision Analytics	3
UNIFI/General Education or University Electives		9
<b>Hours</b>		<b>15</b>
<b>Junior</b>		
<b>Fall</b>		
MGMT 3100	Legal and Social Environment of Business	3
MGMT 3965/5965	Organizational Behavior	3
MKTG 2110	Principles of Marketing	3
UNIFI/General Education or University Electives		6
<b>Hours</b>		<b>15</b>
<b>Spring</b>		
FIN 3130	Corporate Finance	3
MGMT 3155	Human Resource Management	3
HR Elective		3
UNIFI/General Education or University Electives		6
<b>Hours</b>		<b>15</b>
<b>Senior</b>		
<b>Fall</b>		
MGMT 3154	Operations Management	3
MGMT 3905/5905	Employment and Labor Law	3
MGMT 3966/5966	Staffing and Employee Development	3
UNIFI/General Education or University Electives		6
<b>Hours</b>		<b>15</b>
<b>Spring</b>		
MGMT 3968/5968	Compensation and Performance Management Systems	3
MGMT 3984/5984	Dynamics of Negotiations	3
MGMT 4175	Strategic Management	3
UNIFI/General Education or University Electives		6
<b>Hours</b>		<b>15</b>
<b>Total Hours</b>		<b>120</b>

## Learning Outcomes

### Human Resource Management, B.A.

**Objective 1: Learners will demonstrate disciplinary content knowledge.**

- **Outcome 1.1.** Learners will demonstrate broad knowledge of Human Resources Management.
- **Outcome 1.2.** Learners will apply staffing, employee development, compensation, and performance management activities that promote organizational effectiveness.

**Objective 2: Learners will display analytical skills to aid in business decision-making.**

- **Outcome 2.1.** Learners will display a broad set of quantitative skills.
- **Outcome 2.2.** Learners will display appropriate use of relevant technology/software.
- **Outcome 2.3.** Learners will display basic people analytics skills to help reach appropriate conclusions.

**Objective 3: Learners will display strong communication skills.**

- **Outcome 3.1.** Learners will accurately summarize material, both orally and in writing.
- **Outcome 3.2.** Learners will justify or explain a position or claim.
- **Outcome 3.3.** Learners will display appropriate negotiation skills.

**Objective 4: Learners will be able to apply critical thinking skills.**

- **Outcome 4.1.** Learners will apply critical thinking skills to solve complex people problems at work.

**Objective 5: Learners will be able to identify and ready to exhibit strong work values in contemporary organizations.**

- **Outcome 5.1.** Learners will identify ethical components in business situations.
- **Outcome 5.2.** Learners will display strong work values associated with professionalism, collaborative work, and DEI.

## Policies

**Note:** A copy of the Wilson College Policies may be obtained at <https://business.uni.edu/students/advising/uni-college-business-policies>.

Enrollment in upper division (3000/4000-level) business courses requires satisfactory completion of the Wilson College of Business admission requirements and any course prerequisites.

Management, MIS, Business Analytics, Human Resource Management, and Supply Chain Management majors may declare a double major and/or major and minor within the Wilson College of Business, subject to regulations imposed by those Wilson College of Business departments affected. Management majors may not major in Human Resource Management or minor in Organizational Leadership. No more than one emphasis area may be declared in Management.

All students majoring in business must complete 50% of their major coursework in the Wilson College of Business at UNI. Major coursework would include any undergraduate, credit-bearing, graded course taught in the Wilson College of Business at UNI. Business courses taken at UNI as credit/no credit do not qualify. A minimum of 10 credits must be upper division (3000-4000 level courses). A student must earn a 2.20 cumulative grade point average at UNI; and earn an overall 2.20 grade point average in business designated courses taken at UNI.

The Wilson College of Business limits the number of courses that can be counted towards major specific requirements across the College. The College will allow students to double count one major specific course between majors, with the following exceptions. These exceptions include major combinations which allow two double-counted courses:

- MIS/Business Analytics
- Real Estate/Finance: Financial Management or Investments
- Business Analytics/Economics: Business Economics

This guideline is not applicable to the business core. There are no limitations to the number of courses that can be double-counted towards minors and/or certificates within the College.

The Management Department may impose additional admission requirements for students wishing to declare a minor or a second

Wilson College of Business major. Eligibility to declare a minor or a second Wilson College of Business major is based on competitive GPA and space availability.

## **Related Programs**

- Master of Business Administration
- Management B.A.