

MANAGEMENT WITH HUMAN RESOURCE MANAGEMENT OPTION, BACHELOR OF ARTS IN BUSINESS ADMINISTRATION (BAB)

Students interested in learning about management should consider the Management major. Within this major students can follow three options: General Business Option, Human Resource Management Option and Operations Management Option.

The Human Resource Management option focuses on tools, techniques and methods used to maximize satisfaction for both the employer and employee. This option applies human resource management and general management theories to the actual management of the human resources of the organization. Topics covered include equal opportunities, safety and health, compensation, training and development, performance appraisal, motivation and job satisfaction and retirement.

Students must be formally admitted to the Business Undergraduate Program or officially declared as a minor before enrolling in business classes in the major. See Business Administration Course Enrollment Policies for more information.

Courses taken for the Human Resource Management Option beyond the required Business Administration Core are not counted double toward the Entrepreneurship, Finance, Marketing, Operations Management Option or General Business Option majors.

Notes:

- formal admission to the BAB program is required;
- ECON 200 and ECON 201 are considered supporting courses and may be used to fulfill BACRs as well as requirements for the Business Administration degree; however, these courses are not counted twice toward the total of 180 credits for graduation.

Grade Requirements for Graduation

- a minimum grade \geq C in each course required for the major;
- a minimum GPA \geq 2.5 for all upper division Business Administration core courses as well as required and elective courses taken to fulfill requirements for the major area.

Required Business Administration Core

| Lower Division Courses | | |
|------------------------|---|---|
| ACCT 251 | PRINCIPLES OF FINANCIAL ACCOUNTING | 5 |
| ACCT 252 | PRINCIPLES OF MANAGEMENT ACCOUNTING | 4 |
| ACCT 261 | BUSINESS LAW | 4 |
| DSCI 245 | DATA ANALYSIS FOR BUSINESS | 4 |
| ECON 200 | INTRODUCTION TO MICROECONOMICS | 5 |
| ECON 201 | INTRODUCTION TO MACROECONOMICS | 5 |
| ENGL 201 | COLLEGE COMPOSITION: ANALYSIS, RESEARCH AND DOCUMENTATION | 5 |
| MATH 142 | PRECALCULUS MATH II | 5 |
| or MATH 161 | CALCULUS I | |

| or MATH 200 | FINITE MATHEMATICS | |
|---|---|-------|
| MISC 211 | INFORMATION TECHNOLOGY IN BUSINESS | 4 |
| Upper Division Courses | | |
| DSCI 346 | ADVANCED DATA ANALYSIS FOR BUSINESS | 4 |
| FINC 335 | FINANCIAL MANAGEMENT | 4 |
| MGMT 326 | ORGANIZATION THEORY AND BEHAVIOR | 4 |
| MGMT 423 | BUSINESS AND SOCIETY | 4 |
| MGMT 490 | DEPARTMENT SENIOR CAPSTONE | 4 |
| MKTG 310 | PRINCIPLES OF MARKETING | 4 |
| OPSM 330 | OPERATIONS MANAGEMENT | 4 |
| Required Human Resources Management Courses | | |
| HUMR 328 | HUMAN RESOURCE MANAGEMENT | 4 |
| HUMR 427 | COMPENSATION ADMINISTRATION | 4 |
| HUMR 429 | CURRENT ISSUES IN HUMAN RESOURCE MANAGEMENT | 4 |
| MGMT/IBUS 471 | MULTINATIONAL PEOPLE MANAGEMENT | 4 |
| Electives—select approved, related electives in consultation with your 8-10 faculty advisor. | | |
| Total Credits | | 93-95 |

Placement and Clearance Exams (<http://catalog.ewu.edu/placement>)

Prior Learning Credits / Sources of Credit AP, CLEP, IB (<http://catalog.ewu.edu/prior-learning>)

University Competencies and Proficiencies (<http://catalog.ewu.edu/undergraduate-degree/#newitemtext>)

Breadth Area Core Requirements (BACR)

Humanities and Arts (<http://catalog.ewu.edu/undergraduate-degree/#humanitiesandfineartsgecrtext>)

Natural Sciences (<http://catalog.ewu.edu/undergraduate-degree/#naturalsciencesgecrtext>)

Social Sciences (<http://catalog.ewu.edu/undergraduate-degree/#socialsciencesgecrtext>)

University Graduation Requirements (<http://catalog.ewu.edu/undergraduate-degree/#universitygraduationrequirements>) (UGR)

Foreign Language
Minor or Certificate

Diversity Course List (<http://catalog.ewu.edu/undergraduate-degree/#cultureandgenderdiversityintheuslisttext>)

Global Studies Course List (<http://catalog.ewu.edu/undergraduate-degree/#internationalstudiesrequirementtext>)

Senior Capstone Course List (<http://catalog.ewu.edu/undergraduate-degree/#capstonecourselisttext>)

All admitted students must officially Declare a Major (<https://access.ewu.edu/center-for-academic-advising-and-retention/academic-planning-tools/declare-your-major>) by the time they reach 90 credits (junior standing).

Application for Graduation (<https://sites.ewu.edu/records-and-registration/files/2017/02/GraduationApp.pdf>) must be made at least two terms in advance of the term you expect to graduate (undergraduate and post-baccalaureate).

Check your progress with SOAR (<https://soar.ewu.edu/selfservice/general/home.html>) Student Online Academic Review—you must be signed in to use this tool.

- be able to understand and deal with the influence of the major environmental factors that affect HRM activities;
- possess the knowledge and skills needed to effectively manage the staffing function;
- possess the knowledge and skills needed to effectively manage the compensation function;
- possess the knowledge and skills needed to conduct effective training and development activities;
- possess the knowledge and skills needed to effectively manage labor relations and employee safety and health.