

# HUMAN RESOURCES MAJOR, BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION (BSB)

Students interested in learning about management/business should consider a business major. Students will learn the basic theory and principles of business that are crucial to effective organizational performance and communication, in addition, students can study specific areas, including business systems & analytics, finance, general management, human resource management, international business, marketing, and professional accounting.

The Human Resource Management major focuses on tools, techniques and methods used to maximize satisfaction for both the employer and employee. This major 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 declared in a BSB major or officially declared as a minor before enrolling in business classes in the required business administration core.

The undergraduate business policies can be found on the School of Business advising page (<https://www.ewu.edu/cpp/business/advising/#policies>).

## Notes:

- **Students must declare and complete the minimum** BSB Pre-Major (<http://catalog.ewu.edu/ps/sb/professional-accounting-bsb/#premajortext>) **requirements or have completed the minimum Pre-Major requirements through transfer work prior to declaring for any BSB major.**
- 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 and 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.

## Bachelor of Science in Business Pre-Major

**Pre-Major General Education (5 out of 6 required with a C or 2.0 GPA or higher per university requirements for full major declaration)**

BACR - Humanities and Arts

BACR - Humanities and Arts

BACR - Natural Sciences

BACR - Natural Sciences

Diversity

Global Studies

**Pre-Major Lower Division Business Core (Completion of 6 out of 8 required with a 2.5 GPA or higher for full major declaration)** 37

ACCT 251 PRINCIPLES OF FINANCIAL ACCOUNTING

ACCT 252 PRINCIPLES OF MANAGEMENT ACCOUNTING

ACCT 261	BUSINESS LAW	
DSCI 245	BUSINESS STATISTICS 1	
ECON 200	INTRODUCTION TO MICROECONOMICS	
ECON 201	INTRODUCTION TO MACROECONOMICS	
ENGL 201	COLLEGE COMPOSITION: ANALYSIS, RESEARCH AND DOCUMENTATION	
MATH 200	FINITE MATHEMATICS	
	or MATH 142PRECALCULUS MATH II	
	or MATH 161CALCULUS I	
	or HONS 161CALCULUS I	
Total Credits		37

## Required Business Administration Core

### Upper Division Courses

DSCI 346	BUSINESS STATISTICS 2	4
FINC 335	FINANCIAL MANAGEMENT	4
MGMT 326	ORGANIZATION THEORY AND BEHAVIOR	4
MISC 311	INFORMATION TECHNOLOGY IN BUSINESS	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	INTERNATIONAL MANAGEMENT	4

**Electives—choose approved, related electives in consultation with your faculty advisor.** 8-10

### Required Senior Capstone

MGMT 490	DEPARTMENT SENIOR CAPSTONE	4
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Total Credits 52-54

## Students should declare the Pre-Major, Bachelor of Science in Business Administration (BSB) if interested in majoring in:

Business Systems & Analytics (<http://catalog.ewu.edu/ps/sb/business-systems-analytics-bsb/>)

Entrepreneurship (<http://catalog.ewu.edu/ps/sb/entrepreneurship-bsb/>)

Finance (<http://catalog.ewu.edu/ps/sb/finance-bsb/>)

Human Resources Management (p. 1)

International Business (<http://catalog.ewu.edu/ps/sb/international-business-bsb/>)

Management – General Business (<http://catalog.ewu.edu/ps/sb/management-general-option-bsb/>)

Marketing (<http://catalog.ewu.edu/ps/sb/marketing-bsb/>)

Professional Accounting (<http://catalog.ewu.edu/ps/sb/professional-accounting-bsb/>)

The BSB Pre-Major is designed to provide students with exposure to Lower Division Business Core topics to assist students in identifying a major that aligns with their interests. Combined with the General Education (<http://catalog.ewu.edu/undergraduate-degree/>) requirements, students will gain a foundation for success in all areas of study.

Students should declare the pre-major as soon as identifying an interest in one of the BSB programs and they will then be periodically informed of BSB-related activities. Students must complete the minimum pre-major

coursework with the specified grade requirements prior to declaring the full major and continuing with upper-division coursework.

For additional information review the School of Business Undergraduate Advising (<https://www.ewu.edu/cpp/business/advising/>) information or contact CAAR (<https://inside.ewu.edu/advising/>) to learn more about declaring the BSB Pre-Major or one of the BSB degrees listed.

### University Competencies and Proficiencies

English (<http://catalog.ewu.edu/undergraduate-degree/#newitemtext>)  
 Quantitative and Symbolic Reasoning (<http://catalog.ewu.edu/undergraduate-degree/#mathcompproficienciestext>)  
 Placement and Clearance Exams (<http://catalog.ewu.edu/undergraduate-degree/#placement>)  
 Prior Learning/Sources of Credit AP, CLEP, IB (<http://catalog.ewu.edu/prior-learning/>)

### General Education Requirements (<http://catalog.ewu.edu/undergraduate-degree/#generaleducationrequirementsger>) (GER)

- Minimum Credits—180 cumulative credit hours
  - 60 upper-division credits (300 level or above)
  - 45 credits in residence (attendance) at Eastern, with at least 15 upper-division credits in major in residence at Eastern
- Minimum Cumulative GPA  $\geq 2.0$

### Breadth Area Core Requirements (<http://catalog.ewu.edu/undergraduate-degree/#generaleducationcorerequirementsgecr>) (BACR)

Humanities and Arts (<http://catalog.ewu.edu/undergraduate-degree/#humanitiesandfineartsgecr>)  
 Natural Sciences (<http://catalog.ewu.edu/undergraduate-degree/#naturalsciencesgecr>)  
 Social Sciences (<http://catalog.ewu.edu/undergraduate-degree/#socialsciencesgecr>)

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

Diversity Course List (<http://catalog.ewu.edu/undergraduate-degree/#cultureandgenderdiversityintheuslisttext>)  
 Foreign Language (<http://catalog.ewu.edu/undergraduate-degree/#foreignlanguageugr>) (for Bachelor of Arts)  
 Global Studies Course List (<http://catalog.ewu.edu/undergraduate-degree/#internationalstudiesrequirementtext>)  
 Minor or Certificate (<http://catalog.ewu.edu/undergraduate-degree/#majorminororcertificateugr>)  
 Senior Capstone Course List (<http://catalog.ewu.edu/undergraduate-degree/#capstonecourselisttext>)

All admitted students must officially Declare a Major (<https://inside.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 (use EagleNET (<https://inside.ewu.edu/eaglenet/>)) must be made at least two terms in advance of the term you expect to graduate (undergraduate and post-baccalaureate).

Degree Works (<https://inside.ewu.edu/records-and-registration/degree-works/>) calculates based on these two catalog years.

1. The catalog *in effect at the student's first term* of current matriculation is used to determine **BACR** (Breadth Area Credit Requirements) and **UGR** (Undergraduate Graduation Requirements).
2. The catalog *in effect at the time the student declares a major or minor* is used to determine the program requirements.

### Students who successfully earn a BSB in Human Resources from EWU should be able to do the following:

- 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.

Use the Catalog Archives (<https://catalog.ewu.edu/archives/>) to determine two important catalog years (<http://catalog.ewu.edu/undergraduate-degree/#activecatalogruler>).