

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

The Human Resources 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>).

Note:

- *Students must declare and complete the minimum BSB Pre-Major 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 ≥ 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 142 PRECALCULUS MATH II

or MATH 161 CALCULUS I

or HONS 161 CALCULUS 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 421	STAFFING AND RECRUITMENT	4
HUMR 422	TRAINING AND DEVELOPMENT	4
HUMR 427	COMPENSATION, BENEFITS AND PERFORMANCE MANAGEMENT	4
Electives—choose approved, related electives in consultation with your faculty advisor.		12-13
Required Senior Capstone		
MGMT 490	DEPARTMENT SENIOR CAPSTONE	4
Total Credits		56-57

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

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

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

Human Resources (p. 1)

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

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

Management (<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.

Plan of Study

The following plan of study is for a student with zero credits. Individual students may have different factors such as: credit through transfer work, Advanced Placement, Running Start, or any other type of college-level coursework that requires an individual plan.

Courses may be offered in different terms and not all courses are offered every term, checking the academic schedule is paramount in keeping an individual plan current. There may be some courses that have required prerequisites not listed in the plan, review the course descriptions for information. **Students should connect with an advisor to ensure they are on track to graduate.**

All Undergraduate students are required to meet the Undergraduate Degree Requirements (<http://catalog.ewu.edu/undergraduate-degree/>).

First Year					
Fall Quarter	Credits	Winter Quarter	Credits	Spring Quarter	Credits
ENGL 101		5 ENGL 201		5 ECON 200 (Social Sciences BACR 1)	5
Humanities & Arts BACR 1 ¹		5 MATH 200		5 Natural Sciences BACR 2 ¹	5
Natural Sciences BACR 1 ¹		5 Humanities & Arts BACR 2 ¹		5 Diversity - graduation requirement ¹	5
	15		15		15
Second Year					
Fall Quarter	Credits	Winter Quarter	Credits	Spring Quarter	Credits
ACCT 251		5 ACCT 252		4 ACCT 261	4
DSCI 245		4 FINC 335		4 HUMR 328	4
ECON 201 (Social Sciences BACR 2)		5 MGMT 326		4 MISC 311	4
		Elective - 2nd major, minor, or general elective	4-5	Elective - 2nd major, minor, or general elective	4-5
	14		16-17		16-17
Third Year					
Fall Quarter	Credits	Winter Quarter	Credits	Spring Quarter	Credits
HUMR 427		4 HUMR 422		4 HUMR 421	4
MKTG 310		4 DSCI 346		4 MGMT 471 (Human Resources Elective (Global Studies - graduation requirement)) ²	4
OPSM 330		4 Elective - 2nd major, minor, or general elective		4-5 Elective - 2nd major, minor, or general elective	4-5
Elective - 2nd major, minor, or general elective		4 Elective - 2nd major, minor, or general elective		4-5 Elective - 2nd major, minor, or general elective	4-5
	16		16-18		16-18

Fourth Year

Fall Quarter	Credits Winter Quarter	Credits Spring Quarter	Credits
Human Resources Elective ²	4-5 Human Resources Elective ²	4-5 MGMT 490 (Senior Capstone - graduation requirement)	4
Elective - 2nd major, minor, or general elective	5 Elective - 2nd major, minor, or general elective	4-5 Elective - 2nd major, minor, or general elective	4-5
Elective - 2nd major, minor, or general elective	4-5 Elective - 2nd major, minor, or general elective	4-5 Elective - 2nd major, minor, or general elective	4-5
			4-5
	13-15	12-15	16-19

Total Credits 180-194

¹ University Graduation Requirements (UGR) and Breadth Area Course Requirements (BACR) courses may be less than 5 credits and additional credits may be required to reach the required 180 total credits needed to graduate. Students should connect with an advisor to ensure they are on track to graduate.

² Electives—choose 12-13 credits in approved, related electives in consultation with your faculty advisor.

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 (<http://catalog.ewu.edu/placement/>)

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

General Education Requirements (<http://catalog.ewu.edu/undergraduate-degree/#generaleducationrequirementstext>) (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 ≥ 2.0

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/#universitygraduationrequirementstext>) (UGR)

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

World Language (<http://catalog.ewu.edu/undergraduate-degree/#worldlanguagetext>) (for Bachelor of Arts)

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

Minor or Certificate (<http://catalog.ewu.edu/undergraduate-degree/#majorminororcertificateugrtext>)

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

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).

Use the Catalog Archives (<http://catalog.ewu.edu/archives/>) to determine *two important catalog years*.

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

- 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).
- The catalog *in effect at the time the student declares a major or minor* is used to determine the program requirements.

Students who earn a BSB in Human Resources from EWU should 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.