

B.B.A. IN HUMAN RESOURCE MANAGEMENT

Overview

Major Area of Specialization in Human Resource Management (People & Society)

The Human Resource Management major area of specialization is designed for Miami Herbert Business School students who are interested in running their own business at some point, or pursuing a career in human resource management. Students will learn the mechanisms of recruitment, selection, designing compensation systems, leading change, and numerous other areas that impact how to create an engaged, productive workforce.

Curriculum Requirements

In addition to satisfying the University General Education Requirements and Electives, students pursuing the BBA in Human Resource Management must complete the BBA Business Core and the specific coursework for the Human Resource Management major area of specialization as follows:

Code	Title	Credit Hours
General Education Requirements ^{1, 2}		
Written Communication Skills:		
WRS 105	First-Year Writing I	3
WRS 106 or ENG 106	First-Year Writing II ³ Writing About Literature and Culture	3
Quantitative Skills:		
MAS 110 or MTH 161	Quantitative Applications in Business (fulfilled through the BBA business core) Calculus I	
Areas of Knowledge:		
Arts and Humanities Cognate		9
People & Society Cognate (9 credits) (fulfilled through the major)		
STEM Cognate		9
Additional Requirements		
UMX 100	The University of Miami Experience	0
Electives		29
BBA Business Core Requirements ¹		
ACC 211	Principles of Financial Accounting	3
ACC 212	Managerial Accounting	3
BSL 212	Introduction to Business Law and Ethics	3
BTE 210	Fundamentals of Business Technology and Innovation	3
BUS 150	Business Analytics	3
BUS 300	Critical Thinking and Persuasion for Business ³	3
ECO 211	Principles of Microeconomics (Microeconomics)	3
ECO 212	Principles of Macroeconomics (Macroeconomics)	3
FIN 302	Fundamentals of Finance	3
MAS 110 or MTH 161	Quantitative Applications in Business (minimum grade of C- required; fulfills Quantitative Skills Requirement) Calculus I	3
MAS 201	Introduction to Business Statistics (minimum grade of C- required)	3
MAS 202	Intermediate Business Statistics	3
MGT 100	Managing for Success in the Global Environment	3
MGT 199 or BUS 211	Professional Development and Success in the Workplace (or other approved Miami Herbert Business School career course) Professional Development for Finance and Accounting	1
MGT 303	Operations Management	3
MGT 304	Organizational Behavior	3
MGT 401	Strategic Management (taken in the final semester)	3
MKT 201	Foundations of Marketing	3

or MKT 301	Marketing Foundations	
Major Area of Specialization in Human Resource Management ^{4, 5}		
MGT 302	Human Resource Management	3
MGT 307	Advanced Organizational Behavior	3
Major Choice Courses - Select three courses (9 credit hours) from the following:		9
MGT 308	Training and Development	
MGT 309	Organizational Staffing	
MGT 360	Effective Leadership	
MGT 418	HR Analytics	
MGT 422	Leading Teams	
MGT 428	Compensation and Benefits Design	
MGT 480	Leading Change	
Total Credit Hours		120

¹ **NOTE:** WRS 105 and WRS 106 or ENG 106, or their equivalents, must be completed prior to attaining junior year classification, per the University General Education Requirements. Additionally, all 100 and 200-level Business Core courses must be completed by the end of the fifth semester of college work or during the semester in which the student is completing 75 credit hours.

² At least one course with an international focus must be completed within the degree requirements. The appropriateness of the course is determined by the Vice Dean for Undergraduate Business Education.

³ Students who do not earn at least a C- in WRS 106 or ENG 106 must either repeat WRS 106 or ENG 106 and earn at least a C- or complete WRS 230 with at least a C- before enrolling in BUS 300.

⁴ All specific coursework for the major area of specialization in Human Resource Management must be completed with a grade of "C" or higher. A minimum cumulative GPA of 2.5 is required for all specific coursework taken in the major area of specialization. All courses must be taken within the current pre-requisite structure.

⁵ No one course may be applied toward more than one major and/or minor area of specialization in the Department of Management.

Sample Plan of Study

This Sample Plan of Study represents one possible version of a new freshman Business student's 8-semester plan. The individual student's plan may vary depending upon the initial placement into English Composition and mathematics. Moreover, numerous plan variations are possible if a student enters the University with advanced college credits, wishes to participate in study abroad, chooses a special program option, or selects additional majors or minors.

Note that each major/minor at the University of Miami satisfies a particular "Area of Knowledge" within the general education requirements of the University. This means that it is possible to pursue two majors or a major and a minor within the Miami Herbert Business School and fulfill both the STEM and People and Society Areas of Knowledge; a separate cognate in these areas would not be required. The only remaining general education Area of Knowledge would be Arts and Humanities, which must be completed through a major, minor, or cognate outside of the Business School.

Students construct their individualized plans in collaboration with their assigned academic advisor.

Freshman Year		
Fall		Credit Hours
ECO 211	Principles of Microeconomics	3
MAS 110 or MTH 161	Quantitative Applications in Business or Calculus I	3
MGT 100	Managing for Success in the Global Environment	3
MKT 201	Foundations of Marketing	3
WRS 105	First-Year Writing I	3
UMX 100	The University of Miami Experience	0
Credit Hours		15
Spring		
BSL 212	Introduction to Business Law and Ethics	3
ECO 212	Principles of Macroeconomics	3
MAS 201	Introduction to Business Statistics	3
WRS 106 or ENG 106	First-Year Writing II or Writing About Literature and Culture	3

Arts and Humanities Cognate Course		3
	Credit Hours	15
Sophomore Year		
Fall		
ACC 211	Principles of Financial Accounting	3
BUS 150	Business Analytics	3
MAS 202	Intermediate Business Statistics	3
MGT 304	Organizational Behavior	3
Arts and Humanities Cognate Course		3
	Credit Hours	15
Spring		
ACC 212	Managerial Accounting	3
BTE 210	Fundamentals of Business Technology and Innovation	3
BUS 300	Critical Thinking and Persuasion for Business	3
FIN 302	Fundamentals of Finance	3
MGT 199	Professional Development and Success in the Workplace	1
MGT 302	Human Resource Management	3
	Credit Hours	16
Junior Year		
Fall		
MGT 307	Advanced Organizational Behavior	3
Arts and Humanities Cognate Course		3
Human Resource Management Major Choice		3
Elective		3
Elective		3
	Credit Hours	15
Spring		
MGT 303	Operations Management	3
Human Resource Management Major Choice		3
STEM Cognate Course		3
Elective		3
Elective		3
	Credit Hours	15
Senior Year		
Fall		
Human Resource Management Major Choice		3
STEM Cognate Course		3
Elective		3
Elective		3
Elective		3
	Credit Hours	15
Spring		
MGT 401	Strategic Management	3
STEM Cognate Course		3
Elective		3
Elective		3
Elective		2
	Credit Hours	14
	Total Credit Hours	120

Mission

- To develop innovative ideas and principled leaders that transform global business and society.

Goals

- The development of critical thinking skills to evaluate decision choices, challenges, and issues confronting managers today;
- The improvement of interpersonal skills and learning to work effectively in teams; and
- An understanding of the tools, methods, and procedures used to successfully lead people and organizations.

Student Learning Outcomes

- BBA/BSBA graduates will be critical thinkers, able to select and apply appropriate models, tools, and techniques, and frameworks to enable them to render analytically sound business decisions.
- BBA/BSBA graduates will be able to identify, analyze and resolve ethical issues in business scenarios.
- BBA/BSBA graduates will demonstrate professional written communication skills.