B.S.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 BSBA in Human Resource Management must complete the BSBA 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	First-Year Writing II [3]	3
or ENG 106	Writing About Literature and Culture	
Quantitative Skills:		
MTH 161	Calculus I (fulfilled through the BSBA business core)	
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		**18**
BSBA Business Core Requirements [1]		
ACC 211	Principles of Financial Accounting	3
or ACC 221	Accelerated Principles of Financial Accounting	
ACC 212	Managerial Accounting	3
or ACC 222	Accelerated Managerial Accounting	
BSL 212	Introduction to Business Law and Ethics	3
BTE 210	Fundamentals of Business Technology and Innovation	3
BTE 320	Python Programming: Fundamentals and Algorithms	3
BUS 150	Business Analytics	3
BUS 300	Critical Thinking and Persuasion for Business [3]	3
ECO 211	Principles of Microeconomics	3
ECO 212	Principles of Macroeconomics	3
FIN 302	Fundamentals of Finance	3
MAS 311	Applied Probability and Statistics (minimum grade of C- required)	3
MAS 312	Statistical Methods and Quality Control	3
MTH 161	Calculus I (minimum grade of C- required; fulfills Quantitative Skills Requirement)	4
MTH 162	Calculus II	4
MGT 100	Managing for Success in the Global Environment	3
MGT 199	Professional Development and Success in the Workplace (or other approved Miami Herbert Business School career course)	1
or BUS 211	Professional Development for Finance and Accounting	
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	
Quantitative Choice - Select one of these suggested courses approved by the Vice Dean for Undergraduate Business Education - check pre-requisites:		3
BTE 324	Object-Oriented Programming	
BTE 423	Database Management Systems	
ECO 430	Applied Econometrics	
ECO 510	Mathematical Economics and Applications	
MAS 342	Introduction to Optimization and Decision Making	
MAS 442	Stochastic Models in Operations Research	
MAS 547	Computer Simulation Systems	
MGT 445	Supply Chain Modeling and Analysis	
MGT 446	Supply Chain Strategy	
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 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 is 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
MGT 100	Managing for Success in the Global Environment	3

MKT 201	Foundations of Marketing	3
MTH 161	Calculus I	4
WRS 105	First-Year Writing I	3
UMX 100	The University of Miami Experience	0
	Credit Hours	**16**
Spring		
BUS 150	Business Analytics	3
ECO 212	Principles of Macroeconomics	3
MTH 162	Calculus II	4
WRS 106 or ENG 106	First-Year Writing II or Writing About Literature and Culture	3
Arts and Humanities Cognate Course		3
	Credit Hours	**16**
Sophomore Year		
Fall		
ACC 211	Principles of Financial Accounting	3
BSL 212	Introduction to Business Law and Ethics	3
BTE 210	Fundamentals of Business Technology and Innovation	3
MAS 311	Applied Probability and Statistics	3
Arts and Humanities Cognate Course		3
	Credit Hours	**15**
Spring		
ACC 212	Managerial Accounting	3
BUS 300	Critical Thinking and Persuasion for Business	3
FIN 302	Fundamentals of Finance	3
MAS 312	Statistical Methods and Quality Control	3
MGT 199	Professional Development and Success in the Workplace	1
MGT 304	Organizational Behavior	3
	Credit Hours	**16**
Junior Year		
Fall		
BTE 320	Python Programming: Fundamentals and Algorithms	3
MGT 302	Human Resource Management	3
Human Resource Management Major Choice		3
Arts and Humanities Cognate Course		3
Elective		3
	Credit Hours	**15**
Spring		
MGT 303	Operations Management	3
MGT 307	Advanced Organizational Behavior	3
Human Resource Management Major Choice		3
STEM Cognate Course		3
Elective		3
	Credit Hours	**15**
Senior Year		
Fall		
Human Resource Management Major Choice		3
Quantitative Choice Course		3
STEM Cognate Course		3
Elective		3
Elective		3
	Credit Hours	**15**

Spring		
MGT 401	Strategic Management	3
STEM Cognate Course		3
Elective		3
Elective		3
	Credit Hours	**12**
	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.
- BSBA graduates will have strong technical skills.