

# BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT

Human Resource Management (HRM) professionals provide leadership for ensuring that organizations recruit, retain and develop the best employees. People are an organization’s most valuable asset and HR professionals play a key role ensuring organizations have the best people. HRM will be especially attractive to those students who like working with a broad range of people and have excellent communication and negotiating skills. HR professionals can be specialists who work in one area of HR or generalists who work in multiple areas. Key HR areas include recruitment and selection, training and development, compensation and benefits, and employee relations.

The Society for Human Resource Management (SHRM) is the world’s largest membership organization for HR professionals. The HR curriculum at YSU has been reviewed by SHRM and has been approved as aligned with SHRM’s HR Curriculum Guidelines.

## CAREER OPPORTUNITIES

Human Resource managers are employed in every industry. The field of Human Resources offers an array of potential career options including recruiters, placement managers, trainers, compensation analysts, compensation and benefits manager, employee relations managements, and safety coordinators. Executive level positions include Vice President of HR, Chief HR Officer, and Executive Vice President.

## STUDENT EXPERIENCES

Human Resource Management majors at Youngstown State University have the opportunity to build their leadership skills through various WCBA student organizations (<http://www.ysu.edu/academics/williamson-college-business-administration/student-organizations-and-experiences/>). HR majors should plan to join the student chapter of the Society for Human Resource Management. Since the HR curriculum has been approved by SHRM, HR majors who are in their senior year and who meet the eligibility requirements may apply to take the SHRM Certified Professional (SHRM-CP) exam.

All business majors are strongly encouraged to complete internships. Internships are career-related work experiences that enable students to apply their knowledge and skills in an organizational setting. In the WCBA, internships that are approved for academic credit must be paid. Completing a career-related internship increases a student’s job opportunities upon graduation.

COURSE	TITLE	S.H.
<b>FIRST YEAR REQUIREMENT -STUDENT SUCCESS SEMINAR</b>		
YSU 1500	Success Seminar	1-2
or SS 1500	Strong Start Success Seminar	
or HONR 1500	Intro to Honors	
<b>GENERAL EDUCATION</b>		
ENGL 1550	Writing 1	3-4
or ENGL 1549	Writing 1 with Support	
ENGL 1551	Writing 2	3
CMST 1545	Communication Foundations	3
Mathematics requirement <small>Met through MATH 1552 (see Business Tool)</small>		
Arts and Humanities (6 s.h.)		
PHIL 2628	Business Ethics (required for major)	3
Arts and Humanities elective		
Natural Sciences (2 courses, 1 with lab) (7 s.h.)		

Social Science (6 s.h.)	<small>Met through ECON 2610 and ECON 2630 (see Business Tool)</small>	
Social and Personal Awareness (6 s.h.)		6

### BUSINESS TOOL COURSES

Business tool courses must be completed with the grade of a "C" or higher and cannot be taken credit/no credit.

BUS 1500	Exploring Business	3
BUS 2600	Business Applications of Microsoft Excel	3
MATH 1552	Applied Mathematics for Management	4
ECON 2610	Principles 1: Microeconomics	3
ECON 2630	Principles 2: Macroeconomics	3
MGT 2604	Legal Environment of Business 1	3
ACCT 2602	Financial Accounting	3
ACCT 2603	Managerial Accounting	3
ENGL 3742	Business Writing	3
ECON 3788	Statistics for Business and Economics 1	3

### BUSINESS CORE COURSES

To enroll in upper level business courses students must have successfully completed ENGL 1549 or 1550, ENGL 1551, PHIL 2628, CMST 1545, all Business Tool courses AND have a minimum 2.5 overall GPA.

Upper level business courses must be completed with the grade of a "C" or higher and cannot be taken credit/no credit.

BUS 3700	Business Analytics	3
BUS 3715	Principles of International Business	3
FIN 3720	Business Finance	3
MKTG 3702	Business Professionalism	1
MKTG 3703	Marketing Concepts and Practice	3
MGT 3725	Fundamentals of Management	3
MGT 3761	Management Information Systems	3
MGT 3789	Operations Management	3
MGT 4850	Strategic Management and Leadership	3

### HUMAN RESOURCE MANAGEMENT REQUIRED COURSES

MGT 3715	Employee Relations	3
MGT 3750	Managing Individuals in Organizations	3
MGT 4810	Compensation and Performance Appraisal <small>spring term only</small>	4
MGT 4819	Selection, Training, and Development <small>fall term only</small>	4
MGT 4844 & MGT 4845	Strategic Human Resource Management and Projects in Human Resource Management <small>spring term only</small>	4

### HUMAN RESOURCE UPPER LEVEL COURSE

Select one of the following: MGT 3705, MGT 3755, MGT 4801, MGT 4895 or MGT 4899 Internship Recommended

### MANAGEMENT UPPER LEVEL COURSES

Select 6 SH of upper level MGT courses.

### BUSINESS UPPER LEVEL COURSES

Select 3 SH of upper level business courses (ACCT, ADV, BUS, ENT, FIN, MGT, MKTG).

### NON-BUSINESS COURSES

**Total Semester Hours 120-122**

## BSBA in Human Resource Management Suggested Four-Year Plan

Year 1		S.H.
<b>Fall</b>		
YSU 1500	Success Seminar	1-2
or SS 1500	or Strong Start Success Seminar	
or HONR 1500	or Intro to Honors	

ENGL 1550 or ENGL 1549	Writing 1 or Writing 1 with Support	3-4
BUS 1500	Exploring Business	3
MATH 1552	Applied Mathematics for Management	4
CMST 1545	Communication Foundations	3

---

**Semester Hours** **14-16**

**Spring**

ENGL 1551	Writing 2	3
PHIL 2628	Business Ethics	3
ECON 2610	Principles 1: Microeconomics	3
BUS 2600	Business Applications of Microsoft Excel	3
GE: SPA		3

---

**Semester Hours** **15**

**Year 2****Fall**

ACCT 2602	Financial Accounting	3
ECON 2630	Principles 2: Macroeconomics	3
ENGL 3742	Business Writing	3
MGT 2604	Legal Environment of Business 1	3
GE: Social & Personal Awareness		3

---

**Semester Hours** **15**

**Spring**

ACCT 2603	Managerial Accounting	3
MKTG 3702	Business Professionalism	1
ECON 3788	Statistics for Business and Economics 1	3
MGT 3725	Fundamentals of Management	3
GE: Natural Science		3
GE: Arts & Humanities		3

---

**Semester Hours** **16**

**Year 3****Fall**

MGT 3715	Employee Relations	3
MGT 3750	Managing Individuals in Organizations	3
MKTG 3703	Marketing Concepts and Practice	3
BUS 3700	Business Analytics	3
Non-Business Elective		3

---

**Semester Hours** **15**

**Spring**

MGT 4810	Compensation and Performance Appraisal (spring term only)	4
MGT 3761	Management Information Systems	3
FIN 3720	Business Finance	3
BUS 3715	Principles of International Business	3
HR Upper Level Course	Internship Recommended	3

---

**Semester Hours** **16**

**Year 4****Fall**

MGT 3789	Operations Management	3
MGT 4819	Selection, Training, and Development (fall term only)	4
Management Upper Level Course		3
Upper Level Business Course		3
Non-Business Course		2

---

**Semester Hours** **15**

**Spring**

MGT 4844 & MGT 4845	Strategic Human Resource Management and Projects in Human Resource Management (MGT 4844 (spring term only))	4
MGT 4850	Strategic Management and Leadership	3
MGT Upper Level Course		3
GE: Lab Science		4

---

**Semester Hours** **14**

---

**Total Semester Hours** **120-122**

ENGL 1550, ENGL 1551, Business Tool and upper level business courses must be completed with the grade of a "C" or higher and cannot be taken credit/no credit.

To enroll in upper level business courses students must have successfully completed ENGL 1550, ENGL 1551, PHIL 2628, CMST 1545, all Business Tool courses AND have a minimum 2.5 overall GPA.

## Learning Outcomes

Students will be able to:

- Identification and knowledge of HR functions.
- Understanding of employment and labor law.
- Creation of training plan.
- Ability to identify and critique selection methods.
- Ability to create a job and pay structure within an organization.
- Ensure HR practices are consistent w/ strategic goals of the org., dept., & other HR functions