

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.
FIRST YEAR REQUIREMENT - STUDENT SUCCESS SEMINAR		
YSU 1500	Success Seminar	1-2
or SS 1500	Strong Start Success Seminar	
or HONR 1500	Intro to Honors	
GENERAL EDUCATION		
ENGL 1550	Writing 1	3-4
or ENGL 1549	Writing 1 with Support	
ENGL 1551	Writing 2	3
CMST 1545	Communication Foundations	3
MATH *Grade of a "C" or higher required		
MATH 2623	Quantitative Reasoning	3-6
or MATH 2623C	Quantitative Reasoning with Co-Requisite Support	
or MATH 1510	College Algebra	
or MATH 1510C	College Algebra with Co-requisite Support	

or MATH 1552	Applied Mathematics for Management	
or MATH 1571	Calculus 1	
Arts and Humanities (Select 2 Courses 6 s.h.)		6
Natural Sciences (Select 2 Courses 7 SH) *1 Science course MUST include a lab		7
Social Science (6 s.h.)		
ECON 2610	Principles 1: Microeconomics *Grade of a "C" or higher required	3
ECON 2630	Principles 2: Macroeconomics *Grade of a "C" or higher required	3
Social and Personal Awareness (Select 2 Courses 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.

ACCT 2602	Financial Accounting	3
ACCT 2603	Managerial Accounting	3
BUS 1500	Foundations of Business	3
BUS 2600	Business Applications of Microsoft Excel	3
BUS 2610	Collaborating, Writing, & Presenting in Business	3
BUS 3700	Business Analytics	3
MGT 2604	Legal and Social Responsibilities of Business	3

BUSINESS CORE COURSES

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

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

SENIOR CAPSTONE

MGT 4850	Strategic Management	3
----------	----------------------	---

HUMAN RESOURCE MANAGEMENT REQUIRED COURSES

MGT 3715	Employee Relations	3
MGT 3750	Managing Individuals in Organizations	3
MGT 4810	Compensation and Performance Appraisal only	3
MGT 4819	Selection, Training, and Development	3
MGT 4844	Strategic Human Resource Management	3

HUMAN RESOURCE UPPER-LEVEL COURSE

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

BUSINESS UPPER-LEVEL COURSES

Select 12 SH of ACCT, ADV, BUS, ECON, ENT, FIN, MGT, MKTG 3000-5000 level courses

FREE ELECTIVES *hours will varied based on what is needed to reach 120 SH

Total Semester Hours 120-125

The prerequisite for all upper level business courses includes a minimum overall 2.5 GPA

BSBA in Human Resource Management Suggested Four-Year Plan

Year 1

Fall	S.H.
YSU 1500	Success Seminar
or HONR 1500	or Intro to Honors
or SS 1500	or Strong Start Success Seminar

BUS 1500	Foundations of Business	3
CMST 1545	Communication Foundations	3
ENGL 1550 or ENGL 1549	Writing 1 or Writing 1 with Support	3-4
MATH 2623 or MATH 2623C or MATH 1510 or MATH 1510C or MATH 1552 or MATH 1571	Quantitative Reasoning or Quantitative Reasoning with Co- Requisite Support or College Algebra or College Algebra with Co-requisite Support or Applied Mathematics for Management or Calculus 1	3-6
Semester Hours		13-18

Spring

ENGL 1551	Writing 2	3
BUS 2610	Collaborating, Writing, & Presenting in Business	3
GE: Social and Personal Awareness		3
GE: Arts & Humanities		3
FREE ELECTIVE		3
Semester Hours		15

Year 2**Fall**

ACCT 2602	Financial Accounting	3
BUS 2600	Business Applications of Microsoft Excel	3
ECON 2610	Principles 1: Microeconomics	3
MGT 2604	Legal and Social Responsibilities of Business	3
GE: Arts & Humanities		3
Semester Hours		15

Spring

ACCT 2603	Managerial Accounting	3
BUS 3700	Business Analytics	3
ECON 2630	Principles 2: Macroeconomics	3
MKTG 3702	Business Professionalism	1
GE: Natural Science		3
GE: Social and Personal Awareness		3
Semester Hours		16

Year 3**Fall**

MGT 3725	Fundamentals of Management	3
MGT 3750	Managing Individuals in Organizations	3
MKTG 3703	Marketing Concepts and Practice	3
GE: Lab Science		4
Upper-Level Business Course		3
Semester Hours		16

Spring

FIN 3720	Business Finance	3
MGT 3715	Employee Relations	3
MGT 4810	Compensation and Performance Appraisal	3
Upper-Level HR Course	Internship Recommended	3
Free Elective		3
Semester Hours		15

Year 4**Fall**

BUS 3715	Principles of International Business	3
MGT 3761	Management Information Systems	3
MGT 3789	Operations Management	3
MGT 4819	Selection, Training, and Development	3

Upper-Level Business Course		3
Semester Hours		15
Spring		
MGT 4844	Strategic Human Resource Management (MGT 4844 (spring term only))	3
MGT 4850	Strategic Management	3
Upper-Level Business Course		3
Upper-Level Business Course		3
Free Elective		3
Semester Hours		15
Total Semester Hours		120-125

The per-requisite for all upper-level business courses includes a minimum 2.5 overall GPA

Learning Outcomes

Students will be able to:

- Identify and have knowledge of HR functions.
- Understand employment and labor law.
- Create a training plan.
- Identify and critique selection methods.
- Create a job and pay structure within an organization.
- Ensure HR practices are consistent with strategic goals of the organization, department, and other HR functions.