

# 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 managers, employee relations managers, 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 YSU 1500S	Youngstown State University 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
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 Business Calculus	

or MATH 1571		Calculus 1	
ARTS & HUMANITIES (Select 2 Courses 6 s.h.)			6
NATURAL SCIENCES (Select 2 Courses 7 SH) *1 Science course MUST include a lab			7
<b>SOCIAL SCIENCES (6 s.h.)</b>			
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
<b>GENERAL EDUCATION ELECTIVES (9 s.h.)</b>			
ECON 1505	Personal Financial Literacy	Recommended	3
MGT 2604	Legal and Social Responsibilities of Business	Recommended	3
General Education Elective			3
<b>BUSINESS TOOL COURSES</b>			
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
<b>BUSINESS CORE COURSES</b>			
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 3710	Data Visualization with Tableau		3
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
<b>SENIOR CAPSTONE</b>			
MGT 4850	Strategic Management		3
<b>HUMAN RESOURCE MANAGEMENT REQUIRED COURSES</b>			
MGT 3715	Employee Relations		3
MGT 3750	Managing Individuals in Organizations		3
MGT 4810	Compensation and Performance Appraisal	spring term only	3
MGT 4818	Training and Development		3
or MGT 4819	Talent Selection & Acquisition		
MGT 4844	Strategic Human Resource Management	spring term only	3
<b>HUMAN RESOURCE UPPER-LEVEL COURSE</b>			
Select one of the following: MGT 3705, MGT 3755, MGT 4801, MGT 4895 or MGT 4899 <sup>Internship Recommended</sup>			
<b>BUSINESS UPPER-LEVEL COURSES</b>			<b>12</b>
Select 12 SH of ACCT, ADV, BUS, ECON, ENT, FIN, MGT, MKTG 3000-5000 level courses			
<b>FREE ELECTIVES</b> *hours will varied based on what is needed to reach 120 SH			<b>9</b>
<b>Total Semester Hours</b>			<b>120-125</b>

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		S.H.	Year 4		
<b>Fall</b>			<b>Fall</b>		
YSU 1500	Success Seminar	1-2	BUS 3715	Principles of International Business	3
or YSU 1500S	or Youngstown State University Success Seminar		MGT 3761	Management Information Systems	3
or HONR 1500	or Intro to Honors		MGT 3789	Operations Management	3
BUS 1500	Foundations of Business	3	MGT 4818	Training and Development	3
ENGL 1550	Writing 1	3-4	or MGT 4819	or Talent Selection & Acquisition	
or ENGL 1549	or Writing 1 with Support		Upper-Level Business Course		3
MATH 2623	Quantitative Reasoning	3-6	<b>Semester Hours</b>		<b>15</b>
or MATH 2623C	or Quantitative Reasoning with Co-Requisite Support		<b>Year 4</b>		
or MATH 1510	or College Algebra		<b>Fall</b>		
or MATH 1510C	or College Algebra with Co-requisite Support		MGT 4844	Strategic Human Resource Management (MGT 4844 (spring term only))	3
or MATH 1552	or Applied Business Calculus		MGT 4850	Strategic Management	3
or MATH 1571	or Calculus 1		Upper-Level Business Course		3
GE: Elective		3	Upper-Level Business Course		3
<b>Semester Hours</b>		<b>13-18</b>	Free Elective		3
<b>Spring</b>			<b>Semester Hours</b>		<b>15</b>
ENGL 1551	Writing 2	3	<b>Total Semester Hours</b>		
BUS 2610	Collaborating, Writing, & Presenting in Business	3	<b>120-125</b>		
ECON 1505	Personal Financial Literacy <sup>GE Elective</sup> (Recommended)	3	The per-requisite for all upper-level business courses includes a minimum 2.5 overall GPA		
ECON 2610	Principles 1: Microeconomics	3	<b>Learning Outcomes</b>		
GE: Arts & Humanities		3	Students will be able to:		
<b>Semester Hours</b>		<b>15</b>	<ul style="list-style-type: none"> <li>Identify and have knowledge of HR functions.</li> <li>Understand employment and labor law.</li> <li>Create a training plan.</li> <li>Identify and critique selection methods.</li> <li>Create a job and pay structure within an organization.</li> <li>Ensure HR practices are consistent with strategic goals of the organization, department, and other HR functions.</li> </ul>		
<b>Year 2</b>			<b>Spring</b>		
<b>Fall</b>			ACCT 2603	Managerial Accounting	3
ACCT 2602	Financial Accounting	3	BUS 3700	Business Analytics	3
BUS 2600	Business Applications of Microsoft Excel	3	MKTG 3702	Business Professionalism	1
MGT 2604	Legal and Social Responsibilities of Business <sup>GE Elective</sup> (Recommended)	3	MKTG 3703	Marketing Concepts and Practice	3
ECON 2630	Principles 2: Macroeconomics	3	GE: Natural Science		3
GE: Arts & Humanities		3	Free Elective		3
<b>Semester Hours</b>		<b>15</b>	<b>Semester Hours</b>		<b>16</b>
<b>Year 3</b>			<b>Year 4</b>		
<b>Fall</b>			<b>Fall</b>		
BUS 3710	Data Visualization with Tableau	3	BUS 3715	Employee Relations	3
MGT 3725	Fundamentals of Management	3			
MGT 3750	Managing Individuals in Organizations	3			
GE: Lab Science		4			
Upper-Level Business Course		3			
<b>Semester Hours</b>		<b>16</b>			
<b>Spring</b>					
FIN 3720	Business Finance	3			
MGT 3715	Employee Relations	3			