

MANAGEMENT (BBA) - HUMAN RESOURCE CONCENTRATION

Program Overview

The B.B.A. in Management major consists of three distinct concentrations. Each concentration prepares students for successful careers in business; however the focus is different. The **Human Resource Management (HRM) concentration** prepares students specifically for careers in the Human Resource department of an organization. Jointly developed with the Society for Human Resource management (SHRM) and recognized as a SHRM-aligned program, our HRM degree prepares students for the challenges of working in human resources in the 21st century.

Career Opportunities

Account Executive, Benefits Manager, Compensation Manager, Consultant, Hospital Administrator, Human Resource Manager, Payroll Manager, Recruiter, Selection Expert, Services Manager, Training and Development Manager

Program of Study

Click on the Program Map tab to view a term-by-term guide for completing the program requirements.

Core Requirements

Code	Title	Credit Hours
Area A Essential Skills		
ENGL 1101	English Composition I (minimum grade of C)	3
ENGL 1102	English Composition II (minimum grade of C)	3
Select one of the following:		3
MATH 1001	Quantitative Skills and Reasoning	
MATH 1101	Introduction to Mathematical Modeling	
MATH 1111	College Algebra ¹	
MATH 1113	Pre-Calculus	
MATH 1125	Applied Calculus	
MATH 1131	Calculus with Analytic Geometry I	
Area A Total		9
Area B Institutional Options ²		
B1: Select 3 hours of following courses:		3
COMM 1110	Public Speaking	
Any Foreign Language 1001, 1002, 2001, 2002		
B2: Select 1 or 2 hours of the following courses:		1-2
ITDS 1779	Scholarship Across the Disciplines	
LEAD 1705	Introduction to Servant Leadership	
PERS 1506	Perspectives 1-hour	
PERS 1507	Perspectives 2-hour	
Area B Total		4-5
Area C Humanities/Fine Arts/Ethics		
Select one of the following humanities courses:		3
ENGL 2111	World Literature I	

ENGL 2112	World Literature II	
ITDS 1145	Comparative Arts ³	
ITDS 1155	The Western Intellectual Tradition	
ITDS 2125	Historical Perspectives on the Philosophy of Science and Mathematics	
PHIL 2010	Introduction to Philosophy	
Select one of the following fine arts courses:		3
ARTH 1100	Art Appreciation	
ITDS 1145	Comparative Arts ³	
MUSC 1100	Music Appreciation	
THEA 1100	Theatre Appreciation	
ARTH 2125	Introduction to the History of Art I– Prehistoric through Gothic	
ARTH 2126	Introduction to the History of Art II– Renaissance through Modern	
Area C Total		6
Area D Science/Math/Technology ²		
D1: Select two of the following science courses, one of which must include a lab:		7-8
ANTH 1145	Human Origins (no lab)	
ASTR 1105	Descriptive Astronomy: The Solar System	
& ASTR 1305	and Descriptive Astronomy Lab (lab optional)	
ASTR 1106	Descriptive Astronomy: Stars and Galaxies	
& ASTR 1305	and Descriptive Astronomy Lab	
ATSC 1112	Understanding the Weather	
& 1112L	and Understanding the Weather Lab	
BIOL 1215K	Principles of Biology (lab included)	
BIOL 1125	Contemporary Issues in Biology Non-Lab (no lab)	
BIOL 1225K	Contemporary Issues in Biology with Lab (lab included)	
CHEM 1151	Survey of Chemistry I	
& 1151L	and Survey of Chemistry I Lab	
CHEM 1152	Survey of Chemistry II	
& 1152L	and Survey of Chemistry II Lab	
CHEM 1211	Principles of Chemistry I	
& 1211L	and Principles of Chemistry I Lab	
CHEM 1212	Principles of Chemistry II	
& 1212L	and Principles of Chemistry II Lab	
ENVS 1105	Environmental Studies	
& 1105L	and Environmental Studies Laboratory (lab optional)	
ENVS 1205K	Sustainability and the Environment	
GEOL 1110	Natural Disasters: Our Hazardous Environment (no lab)	
GEOL 1121	Introductory Geoscience I: Physical Geology	
& 1121L	and Introductory Geoscience I: Physical Geology Lab	
GEOL 1122	Introductory Geo-sciences II: Historical Geology	
& GEOL 1322	and Introductory Geo-sciences II: Historical Geology Lab	
GEOL 2225	The Fossil Record (lab included)	
PHYS 1111	Introductory Physics I	
& PHYS 1311	and Introductory Physics I Lab	
PHYS 1112	Introductory Physics II	
& PHYS 1312	and Introductory Physics II Lab	

PHYS 1125 & PHYS 1325	Physics of Color and Sound and Physics of Color and Sound Lab (lab optional)	
PHYS 2211 & PHYS 2311	Principles of Physics I and Principles of Physics I Lab	
PHYS 2212 & PHYS 2312	Principles of Physics II and Principles of Physics II Lab	
D2: Select one of the following courses or a science course from above: ⁴		3-4
CPSC 1105	Introduction to Computing Principles and Technology	
CPSC 1301K	Computer Science I	
GEOG 2215	Introduction to the Geographic Information Systems	
MATH 1113	Pre-Calculus	
MATH 1125	Applied Calculus	
MATH 1131	Calculus with Analytic Geometry I	
MATH 1132	Calculus with Analytic Geometry II	
MATH 1165	Computer-Assisted Problem Solving	
MATH 2125	Introduction to Discrete Mathematics	
PHIL 2500	Formal Logic	
STAT 1401	Elementary Statistics	
Area D Total		10-11
Area E Social Sciences		
HIST 2111 or HIST 2112	U. S. History to 1865 U. S. History since 1865	3
POLS 1101	American Government	3
Select one of the following behavioral science courses:		3
ECON 2105	Principles of Macroeconomics	
ECON 2106	Principles of Microeconomics	
PHIL 2030	Moral Philosophy	
PSYC 1101	Introduction to General Psychology	
SOCI 1101	Introduction to Sociology	
Select one of the following world culture courses:		3
ANTH 1105	Cultural Anthropology	
ANTH 1107	Discovering Archaeology	
ANTH 2105	Ancient World Civilizations	
ANTH/ENGL 2136	Language and Culture	
GEOG 1101	World Regional Geography	
HIST 1111	World History to 1500	
HIST 1112	World History since 1500	
INTS 2105	Introduction to International Studies and Cross-Cultural Learning	
ITDS 1156	Understanding Non-Western Cultures	
Area E Total		12
Wellness Requirement		
Select one of the following:		3
KINS 1106 or PHED 1205	Lifetime Wellness Concepts of Fitness	
Select one PEDS course (https://catalog.columbusstate.edu/course-descriptions/peds/#peds)		
Wellness Total		3
Total Credit Hours		45

¹ MATH 1111 College Algebra is recommended in Area A. Business majors must complete MATH 1111 College Algebra with a C or better grade for admission to BUSA 3115 Business Analytics I and Area G courses.

² Note: Students must complete Area B and Area D with a combined total of 15 credit hours within the following ranges. Any additional hours may be applied to Area F or beyond, depending on the program of study. Students should consult their advisors.

- Area B1, 3 hours;
- Area B2, 1-2 hours;
- Area D1, 7-8 hours;
- Area D2, 3-4 hours.

³ ITDS 1145 Comparative Arts, though listed under both humanities and fine arts, may be taken only once.

⁴ MATH 1125 Applied Calculus is recommended for students considering graduate studies.

CPSC 1301K Computer Science I is recommended for students enrolled in MISM programs.

Major Requirements

Code	Title	Credit Hours
Core Requirements		
Complete the core requirements for this program		45
Core Total		45
Area F Courses Related to Major ¹		
Minimum grade of C is required		
ACCT 2101	Principles of Accounting I	3
ACCT 2102	Principles of Accounting II	3
BUSA 2100 or MISM 2115	Introduction to Information Systems in Business	3
BUSA 2115	Introduction to Business	3
ECON 2105	Principles of Macroeconomics	3
ECON 2106	Principles of Microeconomics	3
Area F Total		18
Area G BBA Core		
Minimum grade of C is required in your major's prerequisite course ²		
BUSA 3115	Business Analytics I	3
BUSA 3116 or MISM 3116	Managerial Decision Making Business Analytics II	3
BUSA 3135	International Business	3
BUSA 4000	Business Professional Exit Requirement (taken in last semester)	0
BUSA 4185	Strategic Management (taken in last semester) (minimum grade of C)	3
FINC 3105	Principles of Finance	3
MGMT 3115	Principles of Management	3
MISM 3115	Principles of Information Systems Management	3
MKTG 3115	Principles of Marketing	3
BUSA 3126	Business Law	3
Area G Total		27
Area H Major Course Requirements		
Minimum grade of C is required		

MGMT 3135	Human Resource Management	3
MGMT 3136	Staffing	3
MGMT 3137	Compensation and Benefits Administration	3
MGMT 3138	Employee Training and Development	3
MGMT 4115	Organizational Behavior	3
MGMT 4135	Labor Relations	3
MGMT 3***/4***	Management Elective	3
Area H Total		21
Area I General Electives		
Minimum 2.0 grade point average is required for Area I business electives		
Select 9 credits from the following:		9
ACCT/BUSA/ MISM/ ECON/ENTR/ FINC/FTA/ MGMT/MKTG 3***/4***	Elective	
Non-Business 1***/2***/3***/4**	Non-Business Elective	3
Area I Total		12
Total Credit Hours		123

¹ Students will not be allowed to take Area G courses until this requirement is met.

Program Map

Course	Title	Credit Hours
First Year		
Fall		
ENGL 1101	English Composition I (minimum grade of C)	3
MATH 1111	College Algebra (or higher) (minimum grade of C)	3
AREA D	Non-Lab Science	3
ECON 2105	Principles of Macroeconomics (minimum grade of C)	3
BUSA 2115	Introduction to Business (minimum grade of C)	3
Credit Hours		15
Spring		
ENGL 1102	English Composition II (minimum grade of C)	3
AREA D	Math/Science/Technology	3
AREA D	Lab Science	4
Area B2	ITDS 1779 (2), LEAD 1705 (2), PERS 1506 (1; may be repeated with different topic), PERS 1507 (2)	2
BUSA 2100	Introduction to Information Systems in Business (minimum grade of C)	3
By the end of spring, students should have 30 or more hours and have completed Area A requirements.		
Credit Hours		15

Second Year		
Fall		
Area B1	COMM 1110 Public Speaking or Foreign Language 1001, 1002, 2001, 2002	3
AREA E	Behavioral Science	3
AREA C	Fine Arts	3
ACCT 2101	Principles of Accounting I (minimum grade of C)	3
HIST 2111 or HIST 2112	U. S. History to 1865 or U. S. History since 1865	3
PEDS Elective		1
Credit Hours		16
Spring		
AREA C	Humanities	3
AREA E	World Culture	3
ACCT 2102	Principles of Accounting II (minimum grade of C)	3
ECON 2106	Principles of Microeconomics (minimum grade of C)	3
POLS 1101	American Government	3
KINS 1106 or PHED 1205	Lifetime Wellness or Concepts of Fitness	2
At the end of spring, 63 hours (Areas A-Wellness) should be complete		
Credit Hours		17

Third Year		
Fall		
BUSA 3115	Business Analytics I (minimum 2.0 GPA)	3
BUSA 3135	International Business (minimum 2.0 GPA)	3
MGMT 3115	Principles of Management (minimum grade of C)	3
MKTG 3115	Principles of Marketing (minimum 2.0 GPA)	3
BUSA 3126	Business Law (minimum 2.0 GPA)	3
Credit Hours		15
Spring		
BUSA 3116 or MISM 3116	Managerial Decision Making (minimum 2.0 GPA) or Business Analytics II	3
MISM 3115	Principles of Information Systems Management (minimum grade of C)	3
MGMT 3136	Staffing (minimum grade of C)	3
MGMT 4115	Organizational Behavior (minimum grade of C)	3
AREA I	Business Elective (minimum 2.0 GPA)	3
Credit Hours		15
Fourth Year		
Fall		
FINC 3105	Principles of Finance (minimum 2.0 GPA)	3
MGMT 3135	Human Resource Management (minimum grade of C)	3
MGMT 3138	Employee Training and Development (minimum grade of C)	3
MGMT 4135	Labor Relations (minimum grade of C)	3

AREA I	Business Elective (minimum 2.0 GPA)	3
Credit Hours		15
Spring		
BUSA 4185	Strategic Management (minimum grade of C) ¹	3
BUSA 4000	Business Professional Exit Requirement	0
MGMT 3137	Compensation and Benefits Administration (minimum grade of C)	3
AREA H	Management Elective (minimum grade of C)	3
AREA I	Business Elective (minimum 2.0 GPA)	3
AREA I	General Elective (minimum 2.0 GPA)	3
Credit Hours		15
Total Credit Hours		123

¹ Students must complete a graduation check before registering in BUSA 4185 Strategic Management.

Additional Notes

This program map illustrates appropriate coursework for completing a degree within four years, provided that course grades allow for earned credit. Please consult with your advisor to determine when courses can be switched out with others and taken in a different semester or sequence than illustrated since not all courses are taught every semester.

- This map is for illustrative purposes only and does not constitute a legal contract on the part of CSU since degree requirements or course offerings could change. As always, check with your advisor.
- Students must complete "Area A " (ENGL 1101 English Composition I, ENGL 1102 English Composition II, and MATH 1001 Quantitative Skills and Reasoning or higher) prior to reaching 30 hours and earn a "C" or higher in ENGL 1101 and 1102.
- As of Fall 2013, all undergraduate students are required each semester to meet the 2.0 institutional GPA standard for satisfactory academic progress.

An overall 2.0 GPA is required for graduation.

Admission Requirements

There are no program specific admission requirements.

Additional Program Requirements

All students must earn C or better in Area F, C average in Area G, C or better in Area H, and C average in Area I business electives.

Program Learning Outcomes

1. Identify various functions of managers in organizations.
2. Demonstrate knowledge of behavioral and human resource management issues in organizations.
3. Demonstrate knowledge of HR planning, recruiting, selection, training, development, compensation, benefits, performance management, and employee disciplinary systems.
4. Apply HR laws to decisions involving the organization's human resources.