

BBA Human Resource Management Concentration

Contact Information

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The Bachelor's Degree

The goal of the B.B.A. with a concentration in HRM is to prepare students for careers in HRM. Specific degree objectives are to enable students to develop:

1. Knowledge of HR's strategic role in organizations.
2. An understanding of employment law, including its role in HR compliance and labor relations.
3. An understanding of all aspects of talent management, including job analysis and design, workforce planning and staffing, compensation and benefits, performance management, career planning and training, and employee and organizational development.
4. Knowledge of human resource information systems, data analytics and HR metrics.
5. To develop the data analytic skills required to make informed HR decision-making.
6. An understanding of HR's role in workplace health, safety, security and change management.
7. The ability to manage a diverse and global workforce.

Advising

New students must contact the department for initial advising to plan a program of study that satisfies degree requirements and reflects their interests. Students are also required to access the Degree Audit System throughout their college career to verify that degree requirements are being met.

The College of Business and Management and the University of Illinois Springfield have a team of advisors ready to assist students in achieving their academic and career preparation goals. Advising services are customized based on the level and location of the student. Refer to the Undergraduate **Academic Advising - College of Business and Management** for resources to help you succeed in achieving your academic goals. CBM strictly enforces prerequisites.

Grading Policy

This program has minimum grade requirements as noted and outlined below. For questions related to the grading policy, please contact your advisor.

Requirements

All majors in CBM require foundation knowledge in accounting, economics, and statistics. Several of these courses also fulfill UIS general education requirements. Students must earn a minimum grade of C- in each course and a cumulative GPA of at least 2.00 across all foundation courses. UIS courses that satisfy the foundation knowledge requirements include:

College Foundation Requirements: ¹

ACC 211 & ACC 212	Introduction to Financial Accounting and Introduction to Managerial Accounting	6
OR		
ACC 311	Administrative Uses of Accounting ²	4
ECO 213	Statistics for Business and Economics	3
	or MAT 121 Applied Statistics	
ECO 201 & ECO 202	Introduction to Microeconomics and Introduction to Macroeconomics	6
OR		
ECO 315	Economics for Administration ²	4

College Core Requirements ³

The College Core is required for all undergraduate CBM students. Students must earn a minimum grade of C- in each course with the exception of MGT 488: The Capstone in which a minimum grade of C is required. A cumulative GPA of at least 2.0 across all college core courses is also required.

BUS 312	Principles of Marketing	3
BUS 322	Principles of Operations Management	3
BUS 331	ECCE: Business, Ethics, and Society	3
FIN 302	Principles of Financial Management	3
MGT 310	Managing Organizational Behavior	3
MGT 330	Business and Managerial Communication	3
MGT 488	Strategic Management: The Capstone ⁴	3
MIS 352	Principles of Management Information Systems	3
MIS 376	Business Analytics	3

Human Resource Management Concentration Requirements ⁵

All HRM concentration students will complete the five required courses below:

BUS/MGT 471	Human Resources Planning and Staffing	3
BUS/MGT 472	Compensation and Benefit Strategies	3
BUS/MGT 473	Employee Appraisal and Development	3
MGT 431	Human Resource Management	3
MGT 475	Human Resource Analytics	3

Engaged Citizenship Common Experience (ECCE) - 10 hours ⁶

Total Hours	53-57
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¹ Students must earn a minimum grade of C- in all foundation courses and a cumulative GPA of 2.0 across all foundation courses.

² Junior or Senior standing required to enroll in ACC 311 and ECO 315.

³ Students must earn a minimum of C- in all college core courses (except MGT 488) and a cumulative GPA of at least 2.0 across all college core courses. A minimum grade of C (2.0) is required in MGT 488 (a grade of C- or lower will not be accepted).

⁴ Prerequisites: All college core courses, and within 12 hours of graduation or during the student's last semester.

- ⁵ Students must earn a cumulative GPA of at least 2.0 across all courses required for the human resource management concentration.
- ⁶ The BBA degree requires a minimum of three hours of internship course work consisting of an individualized field experience (IPL 300) or an individual project (IPL 301). Students in the BBA are encouraged to complete six hours of Internship. Internship hours will be used to fulfill the Engagement Experience ECCE category. Students must complete course work in at least one of the other ECCE categories including U.S. Communities and Global Awareness. The one-hour UNI 301 speaker Series course fulfills the last hour of the ECCE requirement (10 Total ECCE hours required) Only in extremely exceptional cases, using a **Student Petition**, with appropriate CBM approvals may students request to replace the three-hour internship requirement and substitute an alternative ECCE course. Credit for Prior Learning (IPL 305) may not be used by CBM students to fulfill degree requirements.