

# BBA Human Resource Management Concentration

## Contact Information

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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

Students must earn a minimum grade of C- in all foundation courses and a cumulative GPA of 2.0 across all foundation courses. 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). A cumulative GPA of at least 2.0 across all college core courses is also required.

## Internship

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 College of Business and Management students to fulfill degree requirements.

## Requirements

### College Foundation Requirements:

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

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

**Total Hours** **11-15**

### College Core Requirements

The college core is required of all undergraduate College of Business and Management

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 <sup>1</sup>	3
MIS 352	Principles of Management Information Systems	3
MIS 376	Business Analytics	3

**Total Hours** **27**

### Human Resource Management Concentration Requirements <sup>2</sup>

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	People Analytics	3
<b>Total Hours</b>		<b>15</b>

**Other Graduateion Requirments**

Engaged Citizenship Common Experience (ECCE)	10
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<sup>1</sup> Prerequisites: All college core courses, and within 12 hours of graduation or during the student's last semester.

<sup>2</sup> College Core and ECCE courses may not be used to fulfill these requirements