

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT

Overview

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.
FIRST YEAR REQUIREMENT - STUDENT SUCCESS SEMINAR		
YSU 1500	Success Seminar	1-2
or YSU 1500S	Youngstown State University 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
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 (6 s.h.) 3 Hours met with HIST 2650 and one additional AH course		
HIST 2650	CL History of American Democracy	3
Arts & Humanities Elective		3
NATURAL SCIENCES (Select 2 Courses 7 SH) *1 Science course MUST include a lab		7
SOCIAL AND BEHAVIORAL SCIENCES (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
GENERAL EDUCATION ELECTIVES (9 s.h.)		
ECON 1505	Personal Financial Literacy Recommended	3
General Education Electives		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
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 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
SENIOR CAPSTONE		
MGT 4850	Strategic Management	3
HUMAN RESOURCE MANAGEMENT REQUIRED COURSES		
MGT 3715	Managing Employee Relations	3
MGT 3750	Fundamentals of Human Resources	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
HUMAN RESOURCE UPPER-LEVEL COURSE		3
Select one of the following: MGT 3705, MGT 3755, MGT 4801, MGT 4895 or MGT 4899 ^{Internship Recommended}		
BUSINESS UPPER-LEVEL COURSES		12
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		9
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 or YSU 1500S or HONR 1500	Success Seminar or Youngstown State University Success Seminar or Intro to Honors	1-2
BUS 1500	Foundations of Business	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 Business Calculus or Calculus 1	3-6
GE: Elective		3
Semester Hours		13-18
Spring		
ENGL 1551	Writing 2	3
BUS 2610	Collaborating, Writing, & Presenting in Business	3
ECON 1505	Personal Financial Literacy ^{GE Elective} (Recommended)	3
ECON 2610	Principles 1: Microeconomics	3
GE: Arts & Humanities		3
Semester Hours		15

Year 2

Fall		
ACCT 2602	Financial Accounting	3
BUS 2600	Business Applications of Microsoft Excel	3
ECON 2630	Principles 2: Macroeconomics	3
		3
HIST 2650	CL History of American Democracy	3
Semester Hours		15
Spring		
ACCT 2603	Managerial Accounting	3
BUS 3700	Business Analytics	3
MKTG 3702	Business Professionalism	1
MKTG 3703	Marketing Concepts and Practice	3
GE: Natural Science		3
Free Elective		3
Semester Hours		16

Year 3

Fall		
BUS 3710	Data Visualization with Tableau	3
MGT 3725	Fundamentals of Management	3
MGT 3750	Fundamentals of Human Resources	3
GE: Lab Science		4
Upper-Level Business Course		3
Semester Hours		16
Spring		
FIN 3720	Business Finance	3

MGT 3715	Managing 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 4818 or MGT 4819	Training and Development or Talent Selection & Acquisition	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.