

# MAJOR IN BUSINESS ADMINISTRATION - HUMAN RESOURCE MANAGEMENT

## Requirements

The Human Resource Management Concentration prepares students to apply their knowledge and skills for managerial positions in a human resource department. Students in the Human Resource Management Concentration complete the major in Business Administration and 24 units of Human Resource Management requirements.

This is a screened program. Please see the admission requirements for additional information.

## Requirements for all Business Administration Majors

| Code   | Title                                      | Units |
|--|--|-------|
| <b>Courses Required for Admission to Major</b>   |  |       |
| ACCT 201   | PRINCIPLES OF FINANCIAL ACCOUNTING         | 3     |
| ECON 201   | MICROECONOMIC PRINCIPLES                   | 3     |
| or ECON 203  | HONORS MICROECONOMIC PRINCIPLES            |       |
| ECON 202   | MACROECONOMIC PRINCIPLES                   | 3     |
| or ECON 204  | HONORS MACROECONOMIC PRINCIPLES            |       |
| LEGL 225   | LEGAL ENVIRONMENT OF BUSINESS              | 3     |
| MATH 211   | CALCULUS FOR APPLICATIONS                  | 3-4   |
| or MATH 273  | CALCULUS I                                 |       |
| Select one of the following:   |  | 3     |
| ECON 205   | STATISTICS FOR BUSINESS AND ECONOMICS I    |       |
| MATH 231   | BASIC STATISTICS                           |       |
| or MATH 233  | HONORS BASIC STATISTICS                    |       |
| Admission to the BUAD major requires a grade of C or higher in the six courses required for admission. |  |       |
| <b>Required Business Courses (open to Pre-BUAD majors)</b>   |  |       |
| ACCT 202   | PRINCIPLES OF MANAGERIAL ACCOUNTING        | 3     |
| BUSX 301   | BUSINESS COMMUNICATIONS                    | 4     |
| EBTM 250   | PROBLEM SOLVING IN BUSINESS I              | 1     |
| EBTM 251   | PROBLEM SOLVING IN BUSINESS II             | 1     |
| EBTM 337   | ENTERPRISE INFORMATION SYSTEMS             | 3     |
| FIN 331  | PRINCIPLES OF FINANCIAL MANAGEMENT         | 3     |
| MKTG 341   | MARKETING AND CREATIVITY                   | 3     |
| MNGT 361   | LEADERSHIP AND MANAGEMENT                  | 3     |
| <b>Required Business Courses (open to BUAD majors only)</b>  |  |       |
| BUSX 460   | PROFESSIONAL EXPERIENCE                    | 3     |
| EBTM 350   | BUSINESS ANALYTICS                         | 3     |
| EBTM 365   | PRINCIPLES OF OPERATIONS MANAGEMENT        | 3     |
| MNGT 481   | STRATEGIC MANAGEMENT (must be taken at TU) | 3     |

BUAD majors must also complete an approved concentration or track 21-24

**Total Units** 72-76

## Human Resource Management Concentration Requirements

| Code  | Title   | Units     |
|---|---|-----------|
| <b>Human Resource Management Concentration Required Courses</b> |   |           |
| MNGT 381  | HUMAN RESOURCE MANAGEMENT                                 | 3         |
| MNGT 433  | COMPENSATION AND BENEFITS                                 | 3         |
| MNGT 435  | TALENT MANAGEMENT   | 3         |
| MNGT 452  | TALENT ACQUISITION AND RETENTION                          | 3         |
| MNGT 483  | STRATEGIC HUMAN RESOURCE MANAGEMENT                       | 3         |
| <b>Human Resource Management Concentration Electives</b>        |   |           |
| Select three of the following:                                  |   | 9         |
| ECON 341  | LABOR ECONOMICS AND LABOR RELATIONS                       |           |
| ENTR 305  | DESIGN THINKING FOR INNOVATIVE PROBLEM SOLVING            |           |
| ENTR 310  | WILL YOUR BUSINESS WORK?                                  |           |
| MNGT 282  | BUSINESS ETHICS AND SUSTAINABILITY                        |           |
| MNGT 375  | INTERNATIONAL BUSINESS: THEORY AND PRACTICE               |           |
| MNGT 425  | ORGANIZATION THEORY AND DEVELOPMENT                       |           |
| MNGT 430  | MANAGING DIVERSITY, EQUITY AND INCLUSION IN THE WORKPLACE |           |
| MNGT 438  | MULTINATIONAL MANAGEMENT                                  |           |
| MNGT 463  | ORGANIZATIONAL LEADERSHIP                                 |           |
| MNGT 470  | SPECIAL TOPICS IN MANAGEMENT                              |           |
| MNGT 491  | DIRECTED READINGS-MANAGEMENT                              |           |
| MNGT 494  | STUDY ABROAD IN MANAGEMENT                                |           |
| MNGT 495  | INDEPENDENT RESEARCH-MANAGEMENT                           |           |
| MNGT 497  | MANAGEMENT INTERNSHIP                                     |           |
| MNGT 498  | PRACTICUM IN MANAGEMENT                                   |           |
| <b>Total Units</b>  |   | <b>24</b> |

## Four-Year Plan of Study

### Sample Four-Year Plan

The selected course sequence below is an example of the simplest path to degree completion. Based on course schedules, student needs, and student choice, individual plans may vary. Students should consult with their adviser to make the most appropriate elective choices and to ensure that they have completed the required number of units (120) to graduate.

#### Freshman

| Term 1   | Units | Term 2                             | Units |
|--|-------|------------------------------------|-------|
| ECON 201 or 203 (Core 6)                       | 3     | ECON 202 or 204                    | 3     |
| Prerequisite for MATH 211 or MATH 273 (Core 3) | 3     | MATH 211 (may substitute MATH 273) | 3     |
| Core 1 (or Core 2)                             | 3     | Core 2 (or Core 1)                 | 3     |
| Core 4   | 3     | Core 10                            | 3     |

|                      |                                     |              |
|----------------------|-------------------------------------|--------------|
| Core 5               | 3 Elective                          | 3            |
|                      | <b>15</b>                           | <b>15</b>    |
| <b>Sophomore</b>     |                                     |              |
| <b>Term 1</b>        | <b>Units Term 2</b>                 | <b>Units</b> |
| ACCT 201             | 3 ACCT 202                          | 3            |
| ECON 205 or MATH 231 | 3 EBTM 250                          | 1            |
| LEGL 225 (Core 11)   | 3 EBTM 251                          | 1            |
| Core 7               | 4 Core 8                            | 4            |
| Core 13              | 3 Core 12                           | 3            |
|                      | Elective                            | 3            |
|                      | <b>16</b>                           | <b>15</b>    |
| <b>Junior</b>        |                                     |              |
| <b>Term 1</b>        | <b>Units Term 2</b>                 | <b>Units</b> |
| BUSX 301 (Core 9)    | 4 EBTM 350                          | 3            |
| EBTM 337             | 3 EBTM 365                          | 3            |
| FIN 331              | 3 MNGT 282 (Recommended<br>Core 14) | 3            |
| MKTG 341             | 3 MNGT 381                          | 3            |
| MNGT 361             | 3 Elective                          | 3            |
|                      | <b>16</b>                           | <b>15</b>    |
| <b>Senior</b>        |                                     |              |
| <b>Term 1</b>        | <b>Units Term 2</b>                 | <b>Units</b> |
| MNGT 433             | 3 BUSX 460                          | 3            |
| MNGT 452             | 3 MNGT 435                          | 3            |
| HRM Elective 1       | 3 MNGT 481                          | 3            |
| HRM Elective 2       | 3 MNGT 483                          | 3            |
| Elective             | 1 HRM Elective 3                    | 3            |
|                      | <b>13</b>                           | <b>15</b>    |

Total Units 120

## Learning Outcomes Profile of a CBE Graduate

As a premier school of applied business learning, the College of Business and Economics prepares its graduates to achieve excellence in their professional careers. Rigorous academic studies and hands-on business experience—all subject to strict measures of performance—work in combination to **develop** the foundation for success, **connect** students with the professional community and **transform** students who will have a positive impact in and beyond Maryland.

Graduates of Towson University's College of Business and Economics will:

### Apply Business Knowledge in the Context of Professional Employment

- Demonstrate knowledge of business concepts and theories
- Successfully complete a quality, mentored, reflective professional experience in preparation for future employment

### Communicate Properly and Effectively

- Write professional documents that provide audience-centric content, rhetorically appropriate organization and follow accepted conventions of design, style, grammar, punctuation and mechanics
- Make articulate and persuasive oral presentations

### Apply Critical Thinking and Problem-Solving Skills to Organizational Decision Making

- Conduct internal and external analyses of domestic and global organizations, formulate strategies and identify issues with implementing these strategies
- Practice creative ideation
- Develop comprehensive, justified conclusions that result from systematic application of relevant information and decision criteria to decision alternatives within a realistic organizational decision context

### Use Technology Effectively in Business Settings

- Demonstrate competency in the use of analytical software
- Utilize state-of-the-practice software for business applications

### Work Effectively Toward Achieving Common Goals within Diverse Teams

- Guide teams, as leaders and followers, to achieve team goals while maintaining group cohesion, follower satisfaction and efficient operations
- Treat others with respect and show sensitivity to their views, values, cultures and customs

### Distinguish Between Ethical and Unethical Conduct in the Professional Lives

- Explain how ethical conduct of managers affects individuals' motivation and organizations' performance
- Apply ethics in business decision-making, considering the impact of ethical conduct on multiple stakeholders