

MANAGEMENT, BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION (BSBA) - CONCENTRATION IN HUMAN RESOURCES

Management is one of the most versatile majors that can be applied in both private and public sectors. SRU's Bachelor of Science in Business Administration (BSBA) with a major in management prepares graduates to assume entry-level managerial positions that involve facilitating the achievement of organizational goals by mobilizing the efforts of human resources and external stakeholders. Alumni land jobs in fields such as human resources, entrepreneurship and small business management, marketing and sales management, and operations and supply chain management, just to name a few.

A concentration in human resources focuses specifically on issues related to workforce recruitment, training and development, labor and employment law, and compensation.

Policy for Changing to Management Major:

A Slippery Rock University student wishing to change their major to Management MUST have a minimum overall GPA of 2.0.

Program Learning Outcomes

- **Critical Thinking and Problem Solving:** Students graduating with a degree in business administration will demonstrate effective critical thinking and problem-solving skills. Students will:
 - Apply critical thinking skills to analyze and interpret financial statements to judge business performance.
 - Apply critical thinking skills using quantitative techniques for problem solving and strategic decision making
- **Communication:** Students graduating with a degree in business administration will demonstrate competency in oral and written communication skills. Students will:
 - Prepare in proper format and style the following documents: business report (one to two pages), business memo, research report and presentation.
 - Deliver an effective oral presentation on a business and/or professional topic.
- **Information Technology:** Students will demonstrate proficiency in the use of computers and software to manage information with statistical analysis, spreadsheet, database, and other appropriate applications.
- **Ethics:** Students graduating with a degree in business administration will demonstrate an understanding of the legal environment and ethical standards of business and an awareness of the implications of their behavior and actions as a business professional. Students will apply an appropriate framework for examining ethical dilemmas and be able to (1) identify ethical issues and stakeholders, (2) evaluate alternative course(s) of action, and (3) formulate an appropriate action plan.

- **Professional Proficiency:** Students graduating with a degree in business administration will have acquired the necessary skills and knowledge to meet professional competencies as business professionals and global citizens. Students will:
 - Demonstrate an understanding of the history and vocabulary unique to business disciplines.
 - Demonstrate knowledge of procedures, concepts, and technical business skills through practical application (forecasting, budgeting, financial statement analyses, business plans, strategic planning).
 - Demonstrate the ability to read and interpret financial statements in the decision-making process.
 - Demonstrate effective teamwork and collaborative skills in a simulated business environment.

Related Links

Management - Human Resources, BSBA Program Page (<https://www.sru.edu/academics/majors-and-minors/management-human-resources/>)

Management Fact Sheet URL (<https://www.sru.edu/documents/programs/factsheets/undergraduate/FS-Management.pdf>)

Professional Licensure/Certification Page (<https://www.sru.edu/students/student-consumer-information/professional-licensure/>)

Curriculum Guide

GPA Requirement

Major GPA: 2.0 or higher

Overall GPA: 2.0 or higher

Core GPA: 2.0 or higher

Summary*

Code	Title	Hours
	Rock Studies 2 Requirements	42-43
	Other Basic Requirements	0-3
	Major Requirements	66
	Electives	12

* All undergraduate degree programs require a minimum of 120 credits. Some courses meet multiple requirements, but are only counted once toward the 120 credit total required to graduate.

Rock Studies 2 Requirements

Code	Title	Hours
The Rock		
SUBJ 139	Foundations of Academic Discovery ¹	3
ENGL 102	Critical Writing	3
ENGL 104	Critical Reading	3
	Select one of the following:	3-4
MATH 117	Quantitative Reasoning	
MATH 123	Introduction to Applied Calculus	
MATH 225	Calculus I	
	Select one of the following:	3
COMM 200	Civil Discourse: Theory & Practice	
PHIL 110	Ethics and Civil Discourse	
POLS 235	Civil Discourse and Democracy	

Subtotal	15-16
Integrated Inquiry	
<i>Creative and Aesthetic Inquiry</i>	
Select 3 Credits (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)	3
<i>Humanities Inquiry</i>	
Select 3 Credits (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)	3
<i>Social Science Inquiry</i>	
Select 3 Credits (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)	3
<i>Natural Sciences Inquiry</i>	
SCI 101 Science of Life	3
<i>Physical Sciences Inquiry</i>	
SCI 102 Understanding the Physical World	3
Subtotal	15
Thematic Thread	
Select 12 Credits (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/) ²	12
Required Thematic Thread Coursework:	
ECON 202 Principles of Microeconomics	
Total Hours	42-43

¹ Course offered in multiple subjects; cannot take course in first major subject.

² From at least 3 categories; no more than 6 credits from one department; 6 credits must be 300-level or above.

Basic Math Requirement

Check with your adviser or a current degree audit report to see if you have been exempted from this course. The credit earned in this course will not be counted toward the 120 credit hour minimum needed to earn a degree.

Code	Title	Hours
Complete one of the following:		0-3
Meet required minimum SAT or ACT math score OR		
ESAP 110	Beginning Algebra	
Total Hours		0-3

DIVERSITY, EQUITY, AND INCLUSION REQUIREMENT

Students must take and pass a course with the Diversity, Equity, and Inclusion (DEI) designation prior to graduation. Students can meet this requirement by taking any DEI - designated course in any program at any time during their undergraduate career.

Major Requirements

- 33 major credits must be taken at SRU or PASSHE
- 33 major credits must be taken at the 300 level or above

Code	Title	Hours
Basic Core Courses		
ACCT 209	Financial Accounting ¹	3
ACCT 322	Business Analysis and Decision Making ¹	3
ACCT 340	Legal Environment of Business	3
ECON 201	Principles of Macroeconomics ¹	3
ECON 219	Business Analytics I ¹	3

or MGMT 219	Business Analytics I	
ECON 319	Business Analytics II ¹	3
or MGMT 319	Business Analytics II	
FIN 303	Issues in Global Business	3
or MGMT 303	Issues in Global Business	
or MRKT 303	Issues in Global Business	
FIN 320	Managerial Finance ¹	3
MGMT 320	Operations Management ¹	3
MGMT 351	Organizational Behavior ¹	3
MGMT 458	Business Capstone ¹	3
MIS 265	Management Information Systems ¹	3
MRKT 230	Principles of Marketing ¹	3
Subtotal		39
Required Computer Science Course		
CPSC 210	Productivity Software ¹	3
or MIS 210	Productivity Software	
Subtotal		3
Required Management Courses		
MGMT 354	Human Resources Management ²	3
MGMT 454	Management Seminar ²	3
MGMT 457	International Management ²	3
Subtotal		9
Human Resources Concentration Electives		
<i>Required Courses</i>		
MGMT 364	Recruitment and Selection ²	3
MGMT 452	Management-Labor Relations ²	3
MGMT 455	Compensation Management ²	3
MGMT 460	Training and Development ²	3
Plus select one from the following:		3
MGMT 341	Organizational Leadership ²	
MGMT 450	Internship	
MGMT 456	Management and Society ²	
Subtotal		15
Total Hours		66

¹ Course counts for 50% of Major and not for Major GPA

² Course counts for 50% of Major and Major GPA

* Some courses may require pre-requisites. Please see course descriptions to determine if there are any pre-requisites for that specific course.

Co-curricular and Experiential Learning

Students are encouraged to explore additional curricular and co-curricular opportunities. There is a strong correlation between long-term student success and participation in the following types of programs and activities:

1. International study programs (short-term, semester, and year-long)
2. High-Impact Practice (HIP) designated classes
3. Student clubs and organizations
4. Internships
5. Service-learning classes
6. Career education and development
7. Student leadership development

- 8. Student-faculty research
- 9. Volunteering
- 10. Job Shadowing

Important Curriculum Guide Notes

This Curriculum Guide is provided to help SRU students and prospective students better understand their intended major curriculum. Enrolled SRU students should note that the My Rock Audit may place already-earned and/or in progress courses in different, yet valid, curriculum categories. Enrolled SRU students should use the My Rock Audit Report and materials and information provided by their faculty advisers to ensure accurate progress towards degree completion. *The information on this guide is current as of the date listed. Students are responsible for curriculum requirements at the time of enrollment at the University.*

PASSHE - Pennsylvania State System of Higher Education Institutions

MANAGEMENT - BSBA (2350)
 Concentration in Human Resources (HURS)
 This program is effective as of Summer 2022
 Revised 07.06.2022
 UCC 03.01.2022

Recommended Four-Year Plan

Course	Title	Hours
First Year		
Fall		
ECON 201	Principles of Macroeconomics	3
ENGL 102	Critical Writing	3
ESAP 101	FIRST Seminar *	1
MATH 117 or MATH 123 or MATH 225	Quantitative Reasoning or Introduction to Applied Calculus or Calculus I	3
MIS 210	Productivity Software	3
SUBJ 139	Foundations of Academic Discovery ¹	3
Optional		
ESAP 110	Beginning Algebra	
CPSC 100	Introduction to Computing for Liberal Arts (or Computer Competency Exam)	
Hours		16
Spring		
ECON 202	Principles of Microeconomics	3
ENGL 104	Critical Reading	3
SCI 101	Science of Life	3
Creative & Aesthetic Inquiry (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)		3
Humanities Inquiry (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)		3
Hours		15
Second Year		
Fall		
ECON 219 or MGMT 219	Business Analytics I or Business Analytics I	3
MIS 265	Management Information Systems	3
MRKT 230	Principles of Marketing	3
SCI 102	Understanding the Physical World	3

Select one of the following:		3
COMM 200	Civil Discourse: Theory & Practice	
PHIL 110	Ethics and Civil Discourse	
POLS 235	Civil Discourse and Democracy	
Declare a Thematic Thread ³		
Hours		15
Spring		
ACCT 209	Financial Accounting	3
MGMT 320	Operations Management	3
MGMT 351	Organizational Behavior	3
Thematic Thread Requirement (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)		3
Elective		3
Hours		15
Third Year		
Fall		
ECON 319 or MGMT 319	Business Analytics II or Business Analytics II	3
FIN 303 or MRKT 303	Issues in Global Business or Issues in Global Business	3
MGMT 354	Human Resources Management	3
Thematic Thread Requirement (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)		3
Elective		3
Hours		15
Spring		
ACCT 322	Business Analysis and Decision Making	3
FIN 320	Managerial Finance	3
MGMT 341 or MGMT 456	Organizational Leadership (or MGMT 450 Internship) or Management and Society	3
MGMT 460	Training and Development	3
Thematic Thread Requirement (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)		3
Hours		15
Fourth Year		
Fall		
ACCT 340	Legal Environment of Business	3
MGMT 364	Recruitment and Selection	3
MGMT 452	Management-Labor Relations	3
MGMT 457	International Management	3
Thematic Thread Requirement (https://catalog.sru.edu/undergraduate/rock-studies/rock-studies-program/)		3
Optional		
MBA Course ²		
MBA Course ²		
Hours		15
Spring		
MGMT 454	Management Seminar	3
MGMT 455	Compensation Management	3
MGMT 456	Management and Society	3
MGMT 458	Business Capstone	3
Elective		3

Optional

MBA Course ²	
MBA Course ²	
Hours	15
Total Hours**	121

¹ *Course offered in multiple subjects; cannot take course in first major subject.

² SRU Undergraduates who have earned 90 or more credits (including in-progress courses) with a minimum 2.75 GPA are eligible to apply, enroll, and earn graduate level credit. Credits earned are graduate level only, separate from the undergraduate credits earned for the degree and are not calculated in the student's undergraduate credit and grade point totals. See policy details here: Senior Undergraduate Students Earning Graduate Credit (<https://catalog.sru.edu/academic-policies/senior-undergraduate-students-earning-graduate-credit/>).

³ Work with your Academic Adviser to declare a Thematic Thread by the end of your fall semester in your second year.

* Students are encouraged to take ESAP 101 as a Free Elective.

*** This document is meant to serve as a guide. Some planners may show more than 120 credits because faculty have created flexibility in choosing courses. However, only 120 credits are required to obtain a degree. Please consult with your academic adviser and refer to your curriculum guide prior to registering for courses. This plan should be reviewed, and verified, by you and your academic adviser at least once each academic year.*

Major Code: 2350

Concentration Code: HURS

Revised: 05.10.2023