

HUMAN RESOURCE MANAGEMENT, COMPREHENSIVE MAJOR

(Code 823-000)

The Human Resource Management emphasis is structured to prepare students for careers in HRM immediately upon graduation or shortly thereafter. Historically, “personnel departments” were primarily administrative in scope. Today, there is tremendous complexity, diversity, and sophistication confronting managers of human resources. Most corporations require highly skilled professionals who have been academically trained in the areas of HRM. Corporations now are looking to the “human resource function” as a strategic partner in executive decision making. The HRM emphasis will prepare students in the following areas: staffing (recruitment and selection), training and development, labor relations, compensation and benefits, employee relations, organizational change, and relevant legal concerns. Students are encouraged to take leadership courses and complete an internship.

University Requirements

GRADUATION REQUIREMENTS FOR BACCALAUREATE DEGREE

| Credit Requirements | |
|---|-----------------------|
| Minimum total for graduation ¹ | 120 |
| Upper division credits (courses numbered 300 and higher) | 39 |
| Liberal Education Core (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header1) | 36 |
| Academic Concentrations (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header16) | |
| Grade Point Requirements (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header14) ² | |
| Total | 2.00 average |
| Resident | 2.00 average |
| Major | 2.00 average |
| Minor | 2.00 average |
| Certificate | 2.00 average |
| University Residency Requirements (http://catalog.uwec.edu/undergraduate/graduation-requirements/#header15) | |
| Minimum total | 30 |
| Senior year | 23 |
| Major, Standard, upper division in residence | 12 |
| Major, Comprehensive, upper division in residence | 21 |
| Certificate | 25 percent of credits |

Procedures Required for Graduation

- Obtain admission to the degree program and/or the College offering it.
- Apply for graduation on CampS.

¹ Certain programs exceed this minimum.
² See special requirements in each College.

Applicability of Credits Toward Graduation

Junior College or Two-Year College Credits. A maximum of 72 semester credits earned in a junior college or two-year college will be accepted as degree credits at UW-Eau Claire.

Extension Credits. Credits earned in credit outreach courses offered by UW-Eau Claire are treated as resident credits. Credits earned in extension courses offered by other units of the University of Wisconsin System are treated as transfer credits. All other (non-UW) extension and correspondence credits are normally limited to one-fourth of the total required for graduation from any curriculum.

WTCS Credits. A maximum of 72 semester credits earned in college parallel programs at Madison Area Technical College, Milwaukee Area Technical College, Nicolet Area Technical College, or Chippewa Valley Technical College may be accepted as degree credits at UW-Eau Claire. A set number of general education courses will be accepted from other technical schools. Occupational and technical courses may also be considered for transfer if the quality and content of the course work from the technical college is judged to be comparable to course work at UW-Eau Claire. Refer to the Transfer Credit Wizard (https://my.uwec.edu/psp/PUBLIC/EMPLOYEE/HRMS/c/EAU_SS_CUSTOM.EAU_TRNCRDWZ.GBL) or contact the UW-Eau Claire Admissions Office for information about the current transfer policy.

USAFI Credit. UW-Eau Claire will accept up to 32 semester credits for work done through the United States Armed Forces Institute, under the provision for non-UW correspondence credit (see Extension Credits above).

Activity Credit (band, chorus, drama, KINS 100-184 courses) Students may count toward graduation no more than one credit of KINS 110-184 courses. Students may count toward graduation no more than four credits earned in any single activity course and no more than 12 credits resulting from any combination of activity courses (excluding KINS 110-184 courses).

Other Restricted Credits. For other University restrictions, see the following: Cooperative Education; Credit by Examination; Satisfactory/Unsatisfactory Registration; Transfer of Credits. College or departmental restrictions may also be placed on Independent Study (399-499 courses), Directed Study (395-495), and other types of credits.

| APPLICABILITY OF CREDITS TOWARD GRADUATION | | Credit Restrictions |
|--|--|---------------------|
| Satisfactory/Unsatisfactory | | |
| Total degree credit | | maximum 12 |
| Major, Standard | | maximum 1 course |
| Major, Comprehensive | | maximum 2 courses |
| Minor | | maximum 1 course |
| Credit by Examination | | |
| Total degree credit | | maximum ¼ of total |
| Major or minor | | maximum ½ of total |
| Two-Year College Credits | | |
| Total degree credit | | maximum 72 credits |
| Activity credit (band, chorus, drama, KINS 100-184) | | |
| Total KINS 100-184 | | maximum 1 credit |

| | |
|-----------------------------------|--------------------|
| Total Band, chorus, drama | maximum 12 credits |
| Single course band, chorus, drama | maximum 4 credits |
| Extension credits | |
| UW-System | no maximum |
| Other extension/correspondence | maximum ¼ of total |
| USAFI | |
| USAFI | maximum 32 credits |

Liberal Education Core

The University of Wisconsin-Eau Claire measures learning outcomes to ensure that its graduates have achieved a liberal education and prepared themselves to contribute to a complex society. Upon graduation, each undergraduate will have met the five learning goals of our liberal education core and the 12 learning outcomes they comprise.

LIBERAL EDUCATION CORE REQUIREMENTS

a minimum of
36 credits

Knowledge Goal

Knowledge Outcome 1 (K1): Natural Sciences (<http://catalog.uwec.edu/undergraduate/attribute-k1/>) Two (2) learning experiences

One experience in laboratory science must be selected from either K1 or K2.

Knowledge Outcome 2 (K2): Social Sciences (<http://catalog.uwec.edu/undergraduate/attribute-k2/>) Two (2) learning experiences

One experience in laboratory science must be selected from either K1 or K2.

Knowledge Outcome 3 (K3): Humanities (<http://catalog.uwec.edu/undergraduate/attribute-k3/>) Two (2) learning experiences

Knowledge Outcome 4 (K4): Fine Arts (<http://catalog.uwec.edu/undergraduate/attribute-k4/>) One (1) learning experience

Skills Goal

Skills Outcome 1 (S1): Written and Oral Communication (<http://catalog.uwec.edu/undergraduate/attribute-S1/>) Two (2) learning experiences

One S1 must meet the University Writing Requirement (<http://catalog.uwec.edu/undergraduate/graduation-requirements/#header10>)

Skills Outcome 2 (S2): Mathematics (<http://catalog.uwec.edu/undergraduate/attribute-S2/>) One (1) learning experience

One S2 to meet the University Mathematics Requirement (<http://catalog.uwec.edu/undergraduate/graduation-requirements/#header11>)

Skills Outcome 3 (S3): Creativity (<http://catalog.uwec.edu/undergraduate/attribute-S3/>) One (1) learning experience

Responsibility Goal

Responsibility Outcome 1 (R1): Equity, Diversity, and Inclusivity (<http://catalog.uwec.edu/undergraduate/attribute-R1/>) Two (2) learning experiences

One R1 must satisfy Design for Diversity (<http://catalog.uwec.edu/undergraduate/attribute-DDIV/#header13>)

Responsibility Outcome 2 (R2): Global Perspectives (<http://catalog.uwec.edu/undergraduate/attribute-R2/>) One (1) learning experience

Responsibility Outcome 3 (R3): Civic and Environmental Issues (<http://catalog.uwec.edu/undergraduate/attribute-R3/>) One (1) learning experience

Integration Goal

Integration Outcome 1 (I1): Integration (<http://catalog.uwec.edu/undergraduate/attribute-I1/>) Two (2) learning experiences

Service-Learning Goal

Service-Learning (<http://catalog.uwec.edu/undergraduate/attribute-SL/#header13>) 30 hours

College Degree Requirements

Bachelor of Business Administration Degree Requirements

Credits for Graduation

All candidates for the BBA degree need a minimum of 120 credits to graduate, to include a minimum of 48 semester credits in courses other than those offered by the College of Business. The Health Care Administration major is exempt from the 48-credit requirement.

Student Professional Development Program

All students pursuing a major in the College of Business must complete the Student Professional Development Workshops. All students pursuing a minor in the Department of Management and Leadership Programs must complete the Student Professional Development Workshops. The program is designed to equip students with the skills needed to present themselves professionally during their job search and upon entering their chosen careers. Students are strongly encouraged to complete the workshops prior to the end of their third semester on campus. The workshops are prerequisites for a number of 300-level courses in the College of Business Core and need to be completed prior to registration for those courses.

The program consists of four workshops: The Business Professional, Professional Image, Professional Etiquette, Professional Networking Event. For more information, visit the College of Business website (<http://www.uwec.edu/academics/college-business/academic-resources/student-professional-development-program/>).

Grade Point Requirements

Candidates for the BBA degree must earn a minimum GPA of 2.00 in their major and in courses taken in residence. (See the special requirements for the Comprehensive Major in Health Care Administration. (<http://catalog.uwec.edu/undergraduate/business/management-leadership/health-care-administration-comprehensive-major-bba/>)) If a minor is required, or is to be listed as an official minor, the candidate must earn a minimum GPA of 2.00 in the minor.

- Unless otherwise indicated, no College of Business course may be taken on a Satisfactory/Unsatisfactory basis as part of a major, minor, or certificate described by one of the departments in the College of Business. This excludes courses that are only offered on an S/U basis. Specific programs (major, minor, certificate) may have additional requirements. Please check program requirements.

- Business courses may be taken on a Satisfactory/Unsatisfactory basis only concurrent with or following completion of the student’s major or business minor.

Major Requirements

(Code 823-000)

Proficiency Requirements

Proficiency requirements include basic prerequisite courses and/or entry-level competencies for the major. These are not counted as credits in the major.

| Code | Title | Credits |
|----------|-----------------------------------|---------|
| ECON 103 | Principles of Microeconomics | 3 |
| ECON 104 | Principles of Macroeconomics | 3 |
| MATH 109 | Algebra for Calculus ¹ | 4 |
| MATH 246 | Elementary Statistics | 4 |

¹ MATH 109 or UWX MA116 or beyond, or competency to enter MATH 111

The BUSCORE

The BUSCORE is the common body of courses taken by all BBA students with the exception of the Health Care Administration major. It consists of the following courses:

| Code | Title | Credits |
|------------------------|--|-----------|
| BUSCORE Courses | | |
| ACCT 201 | Introduction to Accounting | 3 |
| BCOM 206 | Business Writing ¹ | 2 |
| BCOM 207 | Business Presentations ¹ | 2 |
| BLAW 305 | Legal and Regulatory Environment | 3 |
| BSAD 180 | Foundations for Success in Business | 3 |
| BSAD 300 | Equity, Diversity, and Inclusion in the Workplace | 1 |
| FIN 320 | Principles of Finance | 3 |
| IS 240 | Information Systems in Business | 3 |
| MKTG 330 | Principles of Marketing | 3 |
| MGMT 340 | Organizational Behavior | 3 |
| MGMT 449 | Strategic Management in a Global Business Environment ² | 3 |
| OSCM 341 | Operations Management | 3 |
| Total Credits | | 32 |

¹ Students must earn a grade of C or above in BCOM 206 and BCOM 207.

² MGMT 449 is a capstone course that requires prior completion of all other BUSCORE courses. This prerequisite is strictly enforced.

Human Resource Management Major

Sixty semester credits, including the 32-credit BUSCORE plus 28 additional credits as follows:

| Code | Title | Credits |
|-------------------------|--|-----------|
| Required Courses | | 21 |
| MGMT 349 | Human Resource Management | 3 |
| MGMT 444 | Training, Developing, and Engaging Employees | 3 |

| | | |
|----------|--|---|
| MGMT 445 | Compensation Theory and Administration | 3 |
| MGMT 446 | Advanced Organizational Behavior | 3 |
| MGMT 455 | Industrial Relations | 3 |
| MGMT 459 | Advanced Human Resource Management | 3 |
| ACCT 214 | Managerial Accounting | 3 |

Pass the Society for Human Resource Management (SHRM) Certification Examination ¹

| | | |
|---|---|----------|
| Human Resources Management Electives - Select from the following: ² | | 7 |
| MGMT 300 | Personal Leadership Management | |
| MGMT 345 | Managing Global Organizations | |
| MGMT 347 | Risk Management and Insurance | |
| MGMT 398 | Internship Program I | |
| MGMT 399 | Independent Study Projects ² | |
| MGMT 414 | Small Business Consulting | |
| MGMT 447 | Cross Cultural Leadership | |
| MGMT 364 | Project Management | |
| MGMT 481 | Community Leadership | |
| MGMT 482 | Leadership and Ethics | |
| MGMT 492 | Topics in Human Resource Management | |
| MGMT 499 | Independent Study Projects ² | |
| MGMT 494 | Topics in Leadership | |
| OSCM 342 | Quality Management | |
| OSCM 344 | Managerial Decision Modeling and Analysis | |
| BCOM 405 | Advanced Business Communication | |
| BLAW 306 | Business Law | |

¹ Students are required to take and pass the Society for Human Resource Management Certification Test. Students who meet all requirements for this emphasis except the certification requirement are considered to have satisfied requirements for the Management major.

² With three credits at most from MGMT 399 and MGMT 499.

Program Learning Outcomes

Students in the Human Resource Management program are assessed on their ability to meet the following COB learning goals:

- Written and Oral Communication: Students will be effective communicators.
- Problem Solving: Students will be effective problem solvers.
- BBA Common Body of Knowledge: Students will demonstrate discipline-specific knowledge (represented by the BUSCORE).

Additionally, students are expected to meet the program learning outcomes associated with demonstrating knowledge and competency in the core areas of HR:

- Employee Safety and Health
- Employee and Labor Relations
- Strategic Human Resource Planning
- Recruitment and Selection

- Training and Development
- Compensation and Benefits