B.B.A. IN HUMAN RESOURCE MANAGEMENT

Curriculum Requirements

Major Area of Specialization in Human Resource Management (People & Society)

The Human Resource Management major area of specialization is designed for Miami Business School students who intend to pursue a career in human resources or personnel.

In addition to satisfying the University General Education Requirements and Electives, students pursuing the BBA in Human Resource Management must complete the BBA Business Core and the specific coursework for the Human Resource Management major area of specialization as follows:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENG 105</td>
<td>English Composition I</td>
<td>3</td>
</tr>
<tr>
<td>ENG 106</td>
<td>English Composition II</td>
<td>3</td>
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<tr>
<td>UMX 100</td>
<td>The University of Miami Experience</td>
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<tr>
<td></td>
<td>Arts and Humanities Cognate Courses</td>
<td>9</td>
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<tr>
<td></td>
<td>STEM Cognate Courses</td>
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<td></td>
<td>Electives 2</td>
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**BBA Business Core Requirements**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
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</thead>
<tbody>
<tr>
<td>ACC 211</td>
<td>Principles of Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACC 212</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>BSL 212</td>
<td>Introduction to Business Law</td>
<td>3</td>
</tr>
<tr>
<td>BTE 210</td>
<td>Fundamentals of Business Technology</td>
<td>3</td>
</tr>
<tr>
<td>BUS 101</td>
<td>First Step: Freshman Integrity, Responsibility, and Success through Teamwork</td>
<td>3</td>
</tr>
<tr>
<td>BUS 150</td>
<td>Business Analytics</td>
<td>3</td>
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<tr>
<td>BUS 300</td>
<td>Critical Thinking and Persuasion for Business 3</td>
<td>3</td>
</tr>
<tr>
<td>ECO 211</td>
<td>Economic Principles and Problems (Microeconomics)</td>
<td>3</td>
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<tr>
<td>ECO 212</td>
<td>Economic Principles and Problems (Macroeconomics)</td>
<td>3</td>
</tr>
<tr>
<td>FIN 302</td>
<td>Fundamentals of Finance</td>
<td>3</td>
</tr>
<tr>
<td>MAS 110</td>
<td>Quantitative Applications in Business (Minimum grade of C-required)</td>
<td>3</td>
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<tr>
<td>or MTH 161</td>
<td>Calculus I</td>
<td>3</td>
</tr>
<tr>
<td>MAS 201</td>
<td>Introduction to Business Statistics</td>
<td>3</td>
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<tr>
<td></td>
<td>(Minimum grade of C-required)</td>
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<tr>
<td>MAS 202</td>
<td>Intermediate Business Statistics</td>
<td>3</td>
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<tr>
<td>MGT 303</td>
<td>Operations Management</td>
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<tr>
<td>MGT 304</td>
<td>Organizational Behavior</td>
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**Major Area of Specialization in Human Resource Management**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
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</thead>
<tbody>
<tr>
<td>MGT 401</td>
<td>Strategic Management (must be taken in the final semester)</td>
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<tr>
<td>MKT 201</td>
<td>Foundations of Marketing</td>
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<tr>
<td>or MKT 301</td>
<td>Marketing Foundations</td>
<td>3</td>
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**Major Choice Courses** - Select three courses (9 credit hours)

<table>
<thead>
<tr>
<th>Code</th>
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<tbody>
<tr>
<td>MGT 302</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 307</td>
<td>Advanced Organizational Behavior</td>
<td>3</td>
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</table>

**NOTE:** ENG 105 and ENG 106, or their equivalents, must be completed prior to attaining junior year classification, per the University General Education Requirements. Additionally, all 100 and 200-level Business Core courses must be completed by the end of the fifth semester of college work or during the semester in which the student is completing 75 credit hours.

At least one course with an international focus must be completed during the degree requirements. The appropriateness of the course is determined by the academic advisor.

Students who do not earn at least a C- in ENG 106 must either repeat ENG 106 and earn at least a C- or complete ENG 230 with at least a C- before enrolling in BUS 300.

All specific coursework for the major area of specialization in Human Resource Management must be completed with a grade of “C” or higher. A minimum cumulative GPA of 2.5 is required for all specific coursework taken in the major area of specialization. All courses must be taken within the current pre-requisite structure.

No one course may be applied toward more than one major and/or minor area of specialization in the Department of Management.

Sample Plan of Study

This Sample Plan of Study represents one possible version of a new freshman Business student’s 8-semester plan. The individual student’s plan may vary depending upon the initial placement into English Composition and mathematics. Moreover, numerous plan variations are possible if a student enters the University with advanced college credits, wishes to participate in study abroad, chooses a special program option, or selects additional majors or minors.

Note that each major/minor at the University of Miami satisfies a particular "Area of Knowledge" within the general education requirements of the University. This means that it is possible to pursue two majors or a major and a minor within the Business School and fulfill both the STEM and People and Society Areas of Knowledge; a separate cognate in these areas would not be required. The only remaining general education Area of Knowledge would be Arts and Humanities, which must be completed through a major, minor, or cognate outside of the Business School.
Students construct their individualized plans in collaboration with their assigned academic advisor.

<table>
<thead>
<tr>
<th>Course</th>
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<th>Credit Hours</th>
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<tr>
<td><strong>Freshman Year</strong></td>
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<tr>
<td><strong>Fall</strong></td>
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<td>MAS 110 or MTH 161</td>
<td>Quantitative Applications in Business or Calculus I</td>
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<td>UMX 100</td>
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<tr>
<td>Arts and Humanities Cognate Course</td>
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<td><strong>Credit Hours</strong></td>
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<td><strong>Spring</strong></td>
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<td>BUS 150</td>
<td>Business Analytics</td>
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<td><strong>Sophomore Year</strong></td>
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<td>Principles of Financial Accounting</td>
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<td>Fundamentals of Business Technology and Innovation</td>
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<td>ECO 211</td>
<td>Economic Principles and Problems</td>
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<td>MGT 304</td>
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<td>BUS 300</td>
<td>Critical Thinking and Persuasion for Business</td>
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<td>MGT 302</td>
<td>Human Resource Management</td>
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**Total Credit Hours**: 120