Overview

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

The Human Resource Management major area of specialization is designed for Miami Herbert Business School students who are interested in running their own business at some point, or pursuing a career in human resource management. Students will learn the mechanisms of recruitment, selection, designing compensation systems, leading change, and numerous other areas that impact how to create an engaged, productive workforce.

Curriculum Requirements

In addition to satisfying the University General Education Requirements and Electives, students pursuing the BSBA in Human Resource Management must complete the BSBA 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></td>
<td>General Education Requirements¹, ²</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Written Communication Skills:</td>
<td></td>
</tr>
<tr>
<td>WRS 105</td>
<td>First-Year Writing I</td>
<td>3</td>
</tr>
<tr>
<td>WRS 106</td>
<td>First-Year Writing II ³</td>
<td>3</td>
</tr>
<tr>
<td>or ENG 106</td>
<td>Writing About Literature and Culture</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Quantitative Skills:</td>
<td></td>
</tr>
<tr>
<td>MTH 161</td>
<td>Calculus I (fulfilled through the BSBA business core)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Areas of Knowledge:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Arts and Humanities Cognate</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>People &amp; Society Cognate (9 credits) (fulfilled through the major)</td>
<td>9</td>
</tr>
<tr>
<td></td>
<td>STEM Cognate</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Additional Requirements</td>
<td></td>
</tr>
<tr>
<td>UMX 100</td>
<td>The University of Miami Experience</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Electives</td>
<td>18</td>
</tr>
<tr>
<td></td>
<td>BSBA Business Core Requirements¹</td>
<td></td>
</tr>
<tr>
<td>ACC 211</td>
<td>Principles of Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>or ACC 221</td>
<td>Accelerated Principles of Financial Accounting</td>
<td></td>
</tr>
<tr>
<td>ACC 212</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>or ACC 222</td>
<td>Accelerated Managerial Accounting</td>
<td></td>
</tr>
<tr>
<td>BSL 212</td>
<td>Introduction to Business Law and Ethics</td>
<td>3</td>
</tr>
<tr>
<td>BTE 210</td>
<td>Fundamentals of Business Technology and Innovation</td>
<td>3</td>
</tr>
<tr>
<td>BTE 320</td>
<td>Python Programming: Fundamentals and Algorithms</td>
<td>3</td>
</tr>
<tr>
<td>BUS 150</td>
<td>Business Analytics</td>
<td>3</td>
</tr>
<tr>
<td>BUS 300</td>
<td>Critical Thinking and Persuasion for Business ³</td>
<td>3</td>
</tr>
<tr>
<td>ECO 211</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECO 212</td>
<td>Principles of Macroeconomics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 302</td>
<td>Fundamentals of Finance</td>
<td>3</td>
</tr>
<tr>
<td>MAS 311</td>
<td>Applied Probability and Statistics (minimum grade of C- required)</td>
<td>3</td>
</tr>
<tr>
<td>MAS 312</td>
<td>Statistical Methods and Quality Control</td>
<td>3</td>
</tr>
<tr>
<td>MTH 161</td>
<td>Calculus I (minimum grade of C- required; fulfills Quantitative Skills</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Requirement)</td>
<td></td>
</tr>
<tr>
<td>MTH 162</td>
<td>Calculus II</td>
<td>4</td>
</tr>
<tr>
<td>MGT 100</td>
<td>Managing for Success in the Global Environment</td>
<td>3</td>
</tr>
<tr>
<td>MGT 199</td>
<td>Professional Development and Success in the Workplace (or other</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>approved Miami Herbert Business School career course)</td>
<td></td>
</tr>
<tr>
<td>or BUS 211</td>
<td>Professional Development for Finance and Accounting</td>
<td></td>
</tr>
<tr>
<td>MGT 303</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 304</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MGT 401</td>
<td>Strategic Management (taken in the final semester)</td>
<td>3</td>
</tr>
</tbody>
</table>
B.S.B.A. in Human Resource Management

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKT 201</td>
<td>Foundations of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>or MKT 301</td>
<td>Marketing Foundations</td>
<td></td>
</tr>
</tbody>
</table>

Quantitative Choice - Select one of these suggested courses approved by the Vice Dean for Undergraduate Business Education - check pre-requisites:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BTE 324</td>
<td>Object-Oriented Programming</td>
<td></td>
</tr>
<tr>
<td>BTE 423</td>
<td>Database Management Systems</td>
<td></td>
</tr>
<tr>
<td>ECO 430</td>
<td>Applied Econometrics</td>
<td></td>
</tr>
<tr>
<td>ECO 510</td>
<td>Mathematical Economics and Applications</td>
<td></td>
</tr>
<tr>
<td>MAS 342</td>
<td>Introduction to Optimization and Decision Making</td>
<td></td>
</tr>
<tr>
<td>MAS 442</td>
<td>Stochastic Models in Operations Research</td>
<td></td>
</tr>
<tr>
<td>MAS 547</td>
<td>Computer Simulation Systems</td>
<td></td>
</tr>
<tr>
<td>MGT 445</td>
<td>Supply Chain Modeling and Analysis</td>
<td></td>
</tr>
<tr>
<td>MGT 446</td>
<td>Supply Chain Strategy</td>
<td></td>
</tr>
</tbody>
</table>

Major Area of Specialization in Human Resource Management 4, 5

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<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>
</tr>
</tbody>
</table>

Major Choice Courses - Select three courses (9 credit hours) from the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 308</td>
<td>Training and Development</td>
<td></td>
</tr>
<tr>
<td>MGT 309</td>
<td>Organizational Staffing</td>
<td></td>
</tr>
<tr>
<td>MGT 360</td>
<td>Effective Leadership</td>
<td></td>
</tr>
<tr>
<td>MGT 418</td>
<td>HR Analytics</td>
<td></td>
</tr>
<tr>
<td>MGT 422</td>
<td>Leading Teams</td>
<td></td>
</tr>
<tr>
<td>MGT 428</td>
<td>Compensation and Benefits Design</td>
<td></td>
</tr>
<tr>
<td>MGT 480</td>
<td>Leading Change</td>
<td></td>
</tr>
</tbody>
</table>

Total Credit Hours 120

1. **NOTE**: WRS 105 and WRS 106 or 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.

2. At least one course with an international focus must be completed within the degree requirements. The appropriateness of the course is determined by the Vice Dean for Undergraduate Business Education.

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

4. 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.

5. 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 Miami Herbert 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 is 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>Freshman Year</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td></td>
</tr>
<tr>
<td>ECO 211</td>
<td>Principles of Microeconomics 3</td>
</tr>
<tr>
<td>MGT 100</td>
<td>Managing for Success in the Global Environment 3</td>
</tr>
<tr>
<td>Course Code</td>
<td>Course Title</td>
</tr>
<tr>
<td>-------------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>MKT 201</td>
<td>Foundations of Marketing</td>
</tr>
<tr>
<td>MTH 161</td>
<td>Calculus I</td>
</tr>
<tr>
<td>WRS 105</td>
<td>First-Year Writing I</td>
</tr>
<tr>
<td>UMX 100</td>
<td>The University of Miami Experience</td>
</tr>
<tr>
<td></td>
<td><strong>Credit Hours</strong></td>
</tr>
<tr>
<td><strong>Spring</strong></td>
<td></td>
</tr>
<tr>
<td>BUS 150</td>
<td>Business Analytics</td>
</tr>
<tr>
<td>ECO 212</td>
<td>Principles of Macroeconomics</td>
</tr>
<tr>
<td>MTH 162</td>
<td>Calculus II</td>
</tr>
<tr>
<td>WRS 106 or ENG 106</td>
<td>First-Year Writing II or Writing About Literature and Culture</td>
</tr>
<tr>
<td></td>
<td><strong>Credit Hours</strong></td>
</tr>
<tr>
<td><strong>Sophomore Year</strong></td>
<td></td>
</tr>
<tr>
<td>Fall</td>
<td></td>
</tr>
<tr>
<td>ACC 211</td>
<td>Principles of Financial Accounting</td>
</tr>
<tr>
<td>BSL 212</td>
<td>Introduction to Business Law and Ethics</td>
</tr>
<tr>
<td>BTE 210</td>
<td>Fundamentals of Business Technology and Innovation</td>
</tr>
<tr>
<td>MAS 311</td>
<td>Applied Probability and Statistics</td>
</tr>
<tr>
<td></td>
<td><strong>Credit Hours</strong></td>
</tr>
<tr>
<td>Spring</td>
<td></td>
</tr>
<tr>
<td>ACC 212</td>
<td>Managerial Accounting</td>
</tr>
<tr>
<td>BUS 300</td>
<td>Critical Thinking and Persuasion for Business</td>
</tr>
<tr>
<td>FIN 302</td>
<td>Fundamentals of Finance</td>
</tr>
<tr>
<td>MAS 312</td>
<td>Statistical Methods and Quality Control</td>
</tr>
<tr>
<td>MGT 199</td>
<td>Professional Development and Success in the Workplace</td>
</tr>
<tr>
<td>MGT 304</td>
<td>Organizational Behavior</td>
</tr>
<tr>
<td></td>
<td><strong>Credit Hours</strong></td>
</tr>
<tr>
<td><strong>Junior Year</strong></td>
<td></td>
</tr>
<tr>
<td>Fall</td>
<td></td>
</tr>
<tr>
<td>BTE 320</td>
<td>Python Programming: Fundamentals and Algorithms</td>
</tr>
<tr>
<td>MGT 302</td>
<td>Human Resource Management</td>
</tr>
<tr>
<td></td>
<td><strong>Credit Hours</strong></td>
</tr>
<tr>
<td>Spring</td>
<td></td>
</tr>
<tr>
<td>MGT 303</td>
<td>Operations Management</td>
</tr>
<tr>
<td>MGT 307</td>
<td>Advanced Organizational Behavior</td>
</tr>
<tr>
<td></td>
<td><strong>Credit Hours</strong></td>
</tr>
<tr>
<td><strong>Senior Year</strong></td>
<td></td>
</tr>
<tr>
<td>Fall</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Credit Hours</strong></td>
</tr>
</tbody>
</table>

**Total Credit Hours: 81**
<table>
<thead>
<tr>
<th>Spring</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 401</td>
<td>Strategic Management</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>STEM Cognate Course</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Elective</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Elective</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Credit Hours</td>
<td>12</td>
</tr>
<tr>
<td>Total Credit Hours</td>
<td>120</td>
</tr>
</tbody>
</table>

**Mission**
- To develop innovative ideas and principled leaders that transform global business and society.

**Goals**
- The development of critical thinking skills to evaluate decision choices, challenges, and issues confronting managers today;
- The improvement of interpersonal skills and learning to work effectively in teams; and
- An understanding of the tools, methods, and procedures used to successfully lead people and organizations.

**Student Learning Outcomes**
- BBA/BSBA graduates will be critical thinkers, able to select and apply appropriate models, tools, and techniques, and frameworks to enable them to render analytically sound business decisions.
- BBA/BSBA graduates will be able to identify, analyze and resolve ethical issues in business scenarios.
- BBA/BSBA graduates will demonstrate professional written communication skills.
- BSBA graduates will have strong technical skills.