

# Human Resource Management - B.S.B.A

## Curriculum

The Human Resource Management Bachelor of Science in Business Administration (BSBA) degree program prepares students for careers in a variety of managerial and professional positions within the human resource profession. Graduates are prepared for entry- and mid-level positions and advanced coursework in human resource management or business administration.

Upon completion of the program, graduates are expected to:

- Apply the major concepts, skills and values of business administration.
- Communicate effectively to diverse audiences, purposes and situations through a variety of professional methods within business administration.
- Use decision-support tools to resolve contemporary business issues using ethical business practices.
- Differentiate the functional areas of Human Resource Management at both the strategic and operational level.
- Develop sound Human Resource Management theory addressing diversity management, ethical management and the impact of global forces.

The program was designed with industry-relevant guidelines as determined by both the Society for Human Resource Management (SHRM) and the Human Resource Certification Institute (HRCI).

## Human Resource Management

A four-year program leading to a bachelor of science in business administration degree

### Business Foundations

ACCT1210	Financial Accounting	3
ACCT1220	Managerial Accounting	3
BUS1001	Introduction to Business and Management	3
BUS3010	Business Analytics	3
BUS4030	Global Strategy Capstone	3
FISV2000	Finance	3
FIT1040	Spreadsheet Design for Business Solutions	3
LAW2001	The Legal Environment of Business I	3
MGMT2001	Human Resource Management	3
MGMT2030	Operations and Supply Chain Management I	3
MRKT1001	Marketing Foundations	3

### Major Courses

MGMT2020	Organizational Behavior	3
MGMT3005	Workforce Planning and Deployment	3
MGMT3015	Labor Relations	3
MGMT3050	Compensation, Benefits and Total Rewards	3
MGMT3060	Training and Development	3
MGMT4140	Human Resource Management Seminar	3
RMGT2001	Enterprise Risk Management	3
or MGMT3030	Managerial Technology	

### Applied/Experiential Learning

Choose 9 credits from the following:		9
BUS4799	College of Business Internship <sup>lc</sup>	
DEE3999	Directed Experiential Education <sup>D</sup>	
Study Abroad <sup>5a</sup>		

### University Core Curriculum

Communicating		9
ENG1020	Rhetoric & Composition I	
ENG1021	Rhetoric & Composition II	
ENG1030	Communication Skills	
Connecting		6
Two courses with the Connecting attribute (ECNG), one at the 2000 level, one at the 4000 level		
Experiencing		6
PHIL3240	Ethics: A Global Perspective	
Additional course with the Experiencing attribute (EEXP) in a different discipline		
Measuring		6
MATH1020	Fundamentals of Algebra (or higher, based on student's placement)	
MATH2001	Statistics I	
Exploring		3
One course with the Exploring attribute (EELP)		

Interacting		6
ECON1002	Microeconomics	
Additional course with the Interacting attribute (EINT) in a different discipline		
A&S Electives		6
ECON1001	Macroeconomics	
One course with the Arts & Sciences elective attribute (EASC)		
<b>Free Electives<sup>#</sup></b>		
15 credits selected from 1000-4999 numbered offerings within the university		15
<b>Total Credits</b>		<b>120.0</b>

<sup>lc</sup>Typically, internships require a minimum of six credits. Students interested in a 9 or 12-credit internship can apply additional experiential learning and free elective credits, if available. Students are strongly encouraged to contact a faculty advisor before scheduling internship and free elective credits.

<sup>D</sup>Directed Experiential Education (DEE) opportunities are based on project availability with community partners and student eligibility. For more information, visit Experiential Education & Career Services (EE&CS).

<sup>5a</sup>To be eligible to count toward Applied/Experiential Learning, a Study Abroad offering must meet certain requirements. Contact JWU Global to discuss eligible Study Abroad options for this degree program.

<sup>#</sup>In addition to classes, free elective credits may be applied to a number of options such as internship, study abroad, Directed Experiential Education courses and courses in a specialization or minor as relevant. For students who qualify for the J2 program, up to four graduate courses may apply. Students are strongly encouraged to contact a faculty advisor before scheduling free elective credits.

Note: Students must pass MATH0010 Pre-Algebra or have equivalent placement scores to enroll in required math courses.

Note: Students must pass ENG0001 Writing Workshop or have equivalent placement scores to enroll in ILS 2000-level courses.

Internships will be available but they will not be required. For online students who do not wish to register for an internship, 3000+ level college discipline-specific courses can be taken in place of the internship.

In collaboration with academic colleges Study Abroad offer several options, direct enroll with international universities, domestic and digital options meet with a Study Abroad Advisor to learn more about how your major, minor, free electives, experiential learning and transferable courses would benefit by a Study Abroad program. There are many options for students during a semester, spring and/or summer breaks. Faculty-led, exchange, and direct-enroll programs range in duration from one week to a full semester or full year. Financial aid may be applied, and some partners offer external scholarships. Visit the study abroad website for information, program descriptions and online applications. Where will you go? Wherever you decide, make the best of your educational journey!

## Admissions Requirements

Johnson & Wales University holistically reviews all elements of a student's application to identify those students most likely to succeed at the university.

Prior to being considered for admission into an online JWU undergraduate program, the following must be submitted:

1. A completed application for admission
2. Official high school or GED transcript
3. If applicable, official or certified transcripts from all previous college/university institutions attended

## Accelerated Program Options

### J2 Program

The JWU J2 program allows qualified students enrolled in a matriculating undergraduate program to take graduate level courses at JWU. Students interested in pursuing this option should meet with their academic advisor to discuss their interest, qualifications and plans. The undergraduate student may take up to four graduate courses (maximum 12 credits) and are limited to 6 credits a semester and 3 credits per session (Fall Session I and Fall Session II).

The completion of graduate credits to fulfill undergraduate program requirements does not guarantee acceptance into the graduate program after completion of the baccalaureate degree. Matriculating undergraduate students who wish to formally enroll in a graduate program must fulfill all

requirements for entrance into the intended graduate program and complete a graduate program application.

**Note:** Not all graduate courses are included as part of this policy. Courses offered as part of the Master of Arts in Teaching, Master of Education, Master of Science in Physician Assistant Studies and doctoral courses are excluded from this policy and are restricted to program majors only. Additional courses and/or programs as determined by individual colleges may also have restricted access.

#### **Eligibility Criteria**

To be eligible to enroll in graduate level courses (excludes: Masters of Arts in Teaching, Masters of Education, Masters of Science in Physician Assistant Studies, doctoral courses and other programs as outlined by the colleges).

Undergraduate students must meet the following criteria:

- Undergraduate cumulative GPA of 3.00 or higher
- Completed and registered undergraduate credits at least 90 credits
- Meet the individual course prerequisites

**Appeal to Eligibility Criteria:** College dean or designee will receive a copy of the Petition Form, Student's GPS and email requesting appeal if the student requests to appeal the GPA or earned/registered credit criteria. College dean/designee will review and determine approval.

These courses carry graduate credit and will replace undergraduate degree requirements when applicable, traditionally free-electives (maximum of 12 credits). The course will be applied to the undergraduate degree in the order in which they are taken (if required) and will also be applied towards both the students undergraduate and graduate GPA.

Students should maintain enrollment in at least 12 credits of undergraduate coursework to maintain full-time status; graduate course enrollment is not calculated into undergraduate full-time status. For students already attending full-time as undergraduates (12 credits or more) and paying the full-time tuition, the graduate credits will be included in full-time tuition fee. Students attending part-time (11 credits or less) will pay the cost per-credit undergraduate tuition for the graduate course.

Course registration will be based on space availability and students enrolled in graduate level courses will be required to maintain good academic standing at the undergraduate and graduate level.