

# BUSINESS, BACHELOR OF SCIENCE (B.S.) WITH A CONCENTRATION IN HUMAN RESOURCE MANAGEMENT

The concentration in human resource management gives students a broad overview of the knowledge base and applications used by professionals in the field. Students receive exposure to a wide range of topics reflecting the body of knowledge required for the Professional in Human Resources certification exam administered by the HR Certification Institute. After graduation, students are prepared for employment in the public or private sector as human resource management generalists or as specialists in human resource management functions such as recruiting, compensation management or benefits administration.

## Learning goals

The goal of the curriculum for the human resource management concentration is for students to understand human resource management concepts and principles needed to design and implement policies and practices that enhance an organization's ability to attract, motivate, develop and retain effective employees.

1. General management competencies  
Graduates will develop skills in managing people and other resources to help achieve organizational goals.
2. Analytical competencies  
Graduates will have quantitative and analytical skills that can be applied to the solution of managerial problems.

## Student learning outcomes

Upon completing this program, students will know and know how to do the following:

1. Depth of knowledge  
Demonstrate an understanding of fundamental concepts of management that relate to the shaping of employee behaviors toward the achievement of organizational goals
2. Communication skills  
Communicate a personal leadership vision that reflects self-awareness, knowledge of leadership theories and concepts, and appropriate oral communication skills
3. Analytic skills  
Use knowledge of human resource management concepts and data to suggest solutions to management problems
4. Quantitative skills  
Identify and use relevant data to help make informed decisions about management issues

## Special requirements

The admission requirements for the School of Business (<https://bulletin.vcu.edu/undergraduate/business/undergraduate-information/academic-policies/>) detail the deadlines and other requirements for students to be admitted to one of these major programs of study. The following courses must be completed before the student may declare a specific business major: ACCT 203, ACCT 204, BUSN 201 or BUSN 205,

BUSN 212 or MATH 200, BUSN 225, ECON 210, ECON 211, UNIV 111, UNIV 112 and UNIV 200.

The School of Business has special academic policies (<http://bulletin.vcu.edu/undergraduate/business/undergraduate-information/academic-policies/>), including policies on transfer credits, that apply to all undergraduate degrees.

All baccalaureate degree programs in the School of Business require successful completion of the business knowledge exam as administered in BUSN 499.

Students may need to take additional mathematics courses as prerequisites to BUSN 212 or MATH 200. These credits will count as open electives in the degree program.

No more than six credits from the BUSN 16X Digital Literacy courses may be applied to the degree.

INTL 493 may not be counted toward a business degree.

Credit for SPCH 121 or SPCH 321 will substitute for BUSN 225, and no more than three credits of these courses may be applied toward a business degree. Students who earned a minimum grade of B in either ECON 203 or ECON 205 at VCU may substitute that credit for ECON 210.

The pass/fail grading policy may not be used for many course requirements. Please check with your academic adviser before taking the pass/fail grading option.

## Degree requirements for Business, Bachelor of Science (B.S.) with a concentration in human resource management

Course	Title	Hours
<b>General education</b> ( <a href="https://bulletin.vcu.edu/undergraduate/undergraduate-study/general-education-curriculum/">https://bulletin.vcu.edu/undergraduate/undergraduate-study/general-education-curriculum/</a> )		
Select 30 credits of general education courses in consultation with an adviser.		30
<b>Major requirements</b>		
• Major core requirements		
MGMT 319	Leadership	3
SCMA 302	Business Statistics II	3
• Concentration requirements		
MGMT 331	Human Resource Management	3
MGMT 332	Staffing Organizations	3
MGMT 333	Compensation Management	3
MGMT 431	Strategic Human Resource Management	3
• Major electives		
General management elective (select from list below)		3
Global elective (select from list below)		3
Human resources electives (select from list below)		6
<b>Ancillary requirements</b>		
• Ancillary core requirements		
ACCT 203 & ACCT 204	Introduction to Accounting I and Introduction to Accounting II	6
BUSN 225	Winning Presentations	3

BUSN 301	Career and Professional Development	1
BUSN 323	Legal Environment of Business	3
BUSN 499	Business Knowledge Exam	0
ECON 210	Principles of Microeconomics (satisfies general education BOK for social/behavioral sciences and/or AOI for global perspectives)	3
ECON 211	Principles of Macroeconomics	3
FIRE 311	Financial Management	3
INFO 360	Business Information Systems	3
MGMT 303	Creativity and Ideation	3
MGMT 310	Managing People in Organizations	3
MGMT 434	Strategic Management	3
MKTG 301	Marketing Principles	3
SCMA 301	Business Statistics I	3
SCMA 320	Production/Operations Management	3
• Additional ancillary requirements		
BUSN 201 or BUSN 205	Foundations of Business <sup>1</sup> Introduction to the World of Business	3
BUSN 212 or MATH 200	Business Problem Solving and Analysis (either satisfies general education quantitative foundations) Calculus with Analytic Geometry I	4
<b>Open electives</b>		
Select any course. <sup>2</sup>		16
<b>Total Hours</b>		<b>120</b>

<sup>1</sup>

BUSN 205 satisfies general education AOI for global perspectives.

<sup>2</sup>

Students may choose electives to reach the minimum total of 120 credits.

**The minimum number of credit hours required for this degree is 120.****Approved general management electives**

Course	Title	Hours
BUSN 400	Principles of Consulting	3
FIRE 309	Risk Management and Insurance	3
MGMT 321	Survey of Entrepreneurship	3
MGMT 389	Managerial Skills Development	3
MGMT 491	Topics in Management (variable, with no more than six credits total)	1-3
SCMA 350	Introduction to Project Management	3

**Approved global electives**

Course	Title	Hours
BUSN 329	Introduction to Intercultural Communication	3
BUSN 401	International Consulting Practicum	3
ECON/INTL 329	International Economics	3
MGMT/INTL 418	International Management	3

MGMT/INTL 446	International Human Resource Management	3
MKTG/INTL 320	International Marketing	3

**Approved human resource electives**

Course	Title	Hours
FIRE 444	Occupational Safety, Health and Security	3
FIRE 449	Employee Benefit Planning	3
MGMT 403	Human Resource Development	3
MGMT 405	Negotiation, Influence and Conflict Management	3
MGMT 447	Human Resource Information Systems	3
MGMT 493	Internship in Management	3
PSYC 310	Industrial Psychology	3

What follows is a sample plan that meets the prescribed requirements within a four-year course of study at VCU. Please contact your adviser before beginning course work toward a degree.

**Freshman year**

Fall semester		Hours
UNIV 111	Introduction to Focused Inquiry:	3
Play course	Investigation and Communication (satisfies video for general education UNIV foundations)	
Introduction to Focused Inquiry:		
Investigation and Communication		
General education course		3
General education course		3
General education course		3
Open elective (prerequisite to BUSN 212 suggested)		3
<b>Term Hours:</b>		<b>15</b>

**Spring semester**

BUSN 212	Business Problem Solving and Analysis (satisfies general education quantitative foundations)	4
BUSN 225	Winning Presentations	3
UNIV 112	Focused Inquiry II (satisfies general education UNIV foundations)	3
Play course		
video for Focused Inquiry II		
General education course		3
Open elective		3
<b>Term Hours:</b>		<b>16</b>

**Sophomore year**

Fall semester		
ACCT 203	Introduction to Accounting I	3
BUSN 201 or BUSN 205	Foundations of Business or Introduction to the World of Business	3

ECON 210	Principles of Microeconomics (satisfies general education BOK for social/behavioral sciences and/or AOI for global perspectives)	3
UNIV 200	Advanced Focused Inquiry: Literacies, Research and Communication (satisfies general education UNIV foundations)	3
General education course		3
<b>Term Hours:</b>		<b>15</b>
<b>Spring semester</b>		
ACCT 204	Introduction to Accounting II	3
BUSN 301	Career and Professional Development	1
ECON 211	Principles of Macroeconomics	3
SCMA 301	Business Statistics I	3
Open electives		4
<b>Term Hours:</b>		<b>14</b>
<b>Junior year</b>		
<b>Fall semester</b>		
BUSN 323	Legal Environment of Business	3
FIRE 311	Financial Management	3
INFO 360	Business Information Systems	3
MGMT 310	Managing People in Organizations	3
MGMT 331	Human Resource Management	3
<b>Term Hours:</b>		<b>15</b>
<b>Spring semester</b>		
MGMT 303	Creativity and Ideation	3
MGMT 319	Leadership	3
MGMT 332	Staffing Organizations	3
MGMT 333	Compensation Management	3
SCMA 302	Business Statistics II	3
<b>Term Hours:</b>		<b>15</b>
<b>Senior year</b>		
<b>Fall semester</b>		
MGMT 431	Strategic Human Resource Management	3
MKTG 301	Marketing Principles	3
SCMA 320	Production/Operations Management	3
Human resources elective		3
Open elective		3
<b>Term Hours:</b>		<b>15</b>
<b>Spring semester</b>		
BUSN 499	Business Knowledge Exam	0
MGMT 434	Strategic Management	3
General management elective		3
Global elective		3
Human resources elective		3
Open elective		3
<b>Term Hours:</b>		<b>15</b>
<b>Total Hours:</b>		<b>120</b>

The minimum number of credit hours required for this degree is 120.