

# B.B.A. HUMAN RESOURCE MANAGEMENT

## OVERVIEW

A bachelor's degree in Human Resource Management (HRM) is a versatile degree that bridges vital information in business, leadership, communications and ethics with human resource practices in the workplace. Essential HRM skills development, complemented by our various general studies courses, and SHRM alignment, ensure well-rounded HRM graduates are ready to take on the complex challenges within this rewarding career field. A&M-Central Texas provides an inclusive, student-focused learning experience with instructors who have real-world experiences in human resource management. Our program's alignment with SHRM allows our BBA HRM majors, with 500 relevant hours of HR experience, to qualify for the SHRM-CP certification exam before graduation. The SHRM-CP is an industry recognized certification demonstrating knowledge and understanding of HR functions including strategy, leadership, business acumen, compensation, benefits, staffing, training, employee development, legal compliance, and more. Students are also encouraged to develop professional acumen and leadership skills by participating in HR related events, projects, and research through our student chapter of the HR Warriors Leadership Team affiliated with the Society for Human Resource Management (SHRM).

The field of human resource management spans organization types including for-profit and nonprofit employers as well as industry clusters such as biotechnology and health sciences, energy, advanced manufacturing, information technology, petroleum and aerospace.

Human resource professionals may choose to work as a generalist engaging in all the functions of HRM or as a specialist, focusing more deeply on a specific function. Both career tracks offer advancement from entry level to management, director and vice president positions. HR generalist career tracks may also provide opportunities in other management fields.

## Program Level Student Learning Outcomes

The student will be able to:

- Demonstrate proficiency in written communications.
- Demonstrate proficiency in oral presentations.
- Exhibit cross-cultural competencies that will aid in communicating and working with people from different cultures.
- Design and defend a reasoned resolution to an ethical challenge.
- Demonstrate knowledge proficiency in the core business disciplines and integrate across multiple business disciplines.
- Make decisions through business data analysis.
- Demonstrate knowledge proficiency in the core human resource management functions.

## Course Substitution Process

Students seeking to apply credits earned elsewhere toward their A&M-Central Texas degree should speak to a college advisor. Students must provide an official course description for each course taken at another institution if they wish to receive credit for it towards their A&M-Central Texas degree. If the course description alone is not sufficient to determine course equivalence, a course syllabus may also be required.

Requests for course substitutions will be denied if any of the following conditions apply:

- There is no available course requirement within the A&M-Central Texas degree that adequately matches the proposed substitution course
- The proposed course substitution makes it impossible for the student to complete the minimum number of upper-level hours required for the A&M-Central Texas degree
- The proposed course substitution makes it impossible for the student to meet the minimum A&M-Central Texas residency requirement of 30 hours
- The proposed course substitution is for upper-level business credit, and the original course was completed more than 10 years prior to the date of the substitution request.

Subject to the restrictions above, American Council on Education (ACE) recommended credit may also be utilized to fulfill upper level elective requirements. In special cases, ACE recommended credit may be utilized for non-elective requirements. In such cases, a department competency exam may be required. Please speak to an advisor for more information. No more than four upper level courses may be approved for substitution through ACE credit.

## Bachelor of Business Administration - Human Resource Management Program Requirements

Due to the fact that there is substantial overlap with the MGMT pre-fixed courses, a Bachelors of Business Administration Human Resource Management student may not double major in Management.

Refer to the General Education Core Requirements (<https://catalog.tamuct.edu/undergraduate-information/general-education-core-requirements/>) page for more information on the CORE REQ coursework. The Field of Study (FOS) courses are listed in the footnotes (if applicable). At least 120 credit hours are required for the degree.

Code	Title	Credit Hours
<b>First Year</b>		
Fall		
	CORE REQ Communications (010)	3
MATH 1324	Mathematics for Business & Social Sciences (CORE REQ (020) <sup>1</sup> )	3
	CORE REQ Life and Physical Science (030)	3
	CORE REQ Creative Arts (050)	3
ACCT 2301	Principles of Financial Accounting (DEG REQ) <sup>1</sup>	3
Spring		
	CORE REQ Language, Philosophy and Culture (040)	3
	CORE REQ Life and Physical Science (030)	3
ECON 2301	Principles of Macroeconomics (CORE REQ (090) <sup>1</sup> )	3
ACCT 2302	Principles of Managerial Accounting (DEG REQ) <sup>1</sup>	3
BCIS 1305	Business Computer Applications (DEG REQ) <sup>1</sup>	3
	or CIS 3300 Computer Technology and Impact	
<b>Second Year</b>		

Fall		
CORE REQ Communications (010)		3
CORE REQ American History (060)		3
CORE REQ Government/Political Science (070)		3
ECON 2302	Principles of Microeconomics (CORE REQ (090))	3
Any Level Elective <sup>1</sup>		3
Spring		
CORE REQ American History (060)		3
CORE REQ Government/Political Science (070)		3
PSYC 2301	General Psychology (CORE REQ (080)) <sup>2</sup>	3
or SOCI 1301	Introduction to Sociology	
Any Level Elective <sup>1</sup>		3
Any Level Elective <sup>1</sup>		3
<b>Third Year</b>		
Fall		
BUSI 3301	Professionalism and Communication in Business	3
ACCT 3301	Accounting and Finance Data Analytics 1	3
MKTG 3301	Marketing	3
BUSI 3311	Business Statistics	3
or BUSI 2305	Business Statistics	
BUSI 3332	Legal Environment of Business	3
or BUSI 2301	Business Law	
Spring		
BUSI 3344	Introduction to the Global Business Environment	3
MGMT 3302	Personnel and Human Resource Management	3
MGMT 3350	Management and Organizational Behavior	3
FIN 3301	Financial Management I	3
Any Level Elective or Upper-Level COBA Elective		3
<b>Fourth Year</b>		
Fall		
BUSI 4301	Business Ethics and Corporate Social Responsibility	3
MGMT 4304	Recruitment and Selection of Human Resources	3
MGMT 4305	Human Resource Development	3
MGMT 4306	Employer and Labor Relations	3
MGMT 4325	Leadership Theory and Practice	3
or MGMT 4302	Interpersonal Skills for Business Professionals	
or MGMT 4384	Management Internship	
Spring		
BUSI 4359	Business Strategy	3

CIS 4350	Management Information Systems	3
MGMT 4303	Wage and Salary Administration	3
BUSI 4334	Employment Law	3
Upper-Level COBA Elective		3
<b>Total Credit Hours</b>		<b>120</b>

<sup>1</sup> Lower Level Electives, Any Level Electives, Component Area Options, or Degree Requirements (DEG REQ) may consist of the FOS courses: MATH 1324, ECON 2301, ECON 2302, BCIS 1305, ACCT 2301, ACCT 2302, BUSI 1301.

<sup>2</sup> CORE REQ (080) recommended courses are PSCY 2301 or SOCI 1301. These are not degree required courses.