

Human Resource Management (Last Revised 02/2024)

Required Business Core (42 hours)		Credit
STAT 1772	Introduction to Statistics (50 on ALEKS)	3 hrs.
ECON 1041	Principles of Macroeconomics	3 hrs.
ECON 1051	Principles of Microeconomics (C- or better in ECON 1041)	3 hrs.
ECON 1011	Statistics for Business Analytics (STAT 1772 <u>OR</u> equivalent)	3 hrs.
ECON 2090	Decision Analytics (prerequisite: STAT 1772; prerequisite or corequisite: MGMT 2080)	3 hrs.
ACCT 2120	Principles of Financial Accounting (Sophomore standing)	3 hrs.
ACCT 2130	Principles of Managerial Accounting (C- or better in ACCT 2120)	3 hrs.
MGMT 2080	Introduction to Information Systems	3 hrs.
MKTG 2110	Principles of Marketing (ECON 1031 <u>OR</u> ECON 1041)	3 hrs.
FIN 3130/5130	Corporation Finance (Junior standing; Wilson College of Business Admittance; ACCT 2120; STAT 1772 <u>OR</u> equivalent; ECON 1041; ECON 1051; ECON 1011 <u>OR</u> MATH 1421)	3 hrs.
MGMT 3100	Legal & Social Environment of Business (Junior standing; Wilson College of Business Admittance)	3 hrs.
MGMT 3965	Organizational Behavior (Junior standing; Wilson College of Business Admittance)	3 hrs.
MGMT 3154	Operations Management (Junior standing; Wilson College of Business Admittance; ACCT 2120; MGMT 2080; ECON 1011; ECON 2090; STAT 1772 <u>OR</u> equivalent)	3 hrs.
MGMT 4175	Strategic Management (Senior standing; Wilson College if Business Admittance; Completion of rest of Wilson College of Business core)	3 hrs.

Human Resource Management Requirement (15 hours)		Credit
MGMT 3155	Human Resource Management (Junior standing; prerequisite or corequisite: MGMT 3965) (Spring Only)	3 hrs.
MGMT 3905	Employment & Labor Law (Junior standing; MGMT 3100 <u>OR</u> MGMT 3101 <u>OR</u> equivalent) (Fall Only)	3 hrs.
MGMT 3966	Staffing & Employee Development (Junior standing; MGMT 3965; MGMT 3155) (Fall Only)	3 hrs.
MGMT 3968	Compensation & Performance Management (Junior standing; MGMT 3965; MGMT 3155) (Spring Only)	3 hrs.
MGMT 3984/5984	Dynamics of Negotiations (Junior standing; MGMT 3965)	3 hrs.

Human Resources Management Electives (3 hours)		Credit
MGMT 3163	Creative Problem Solving (Junior standing; MGMT 3965)	3 hrs.
MGMT 3189	International Management (Junior standing; MKTG 2110; ECON 1031 <u>OR</u> ECON 1041)	3 hrs.
MGMT 3974/5974	Business, Ethics and Society (Junior standing; MGMT 3100)	3 hrs.



Professional Readiness Requirements (0 hours)

Credit

BUSINESS 1000	Introductory Seminar for Business Professionals	0 hrs.
BUSINESS 2000	Business Professionals in Training (Business 1000)	0 hrs.

Professional Readiness Recommended (0 hours)

BUSINESS 3000	Intermediate Professional Skills (Business 2000)	0 hrs.
BUSINESS 4000	Advanced Professional Skills (Business 3000)	0 hrs.

DOUBLE MAJORS/MINORS POLICY in HUMAN RESOURCE MANAGEMENT

Human Resource Management majors may declare a double major and/or major and minor within the Wilson College of Business, subject to the regulations imposed by the Wilson College of Business and those Wilson College of Business departments affected. Human Resource Management majors may declare additional Wilson College of Business majors in one or more of the following areas only: Accounting, Business Teaching, Economics (any emphasis), Finance, Management Information Systems, Supply Chain Management, Marketing, and Real Estate. Human Resource Management majors minoring within the Wilson College of Business may select only these minors: Finance, Real Estate/Business, Economics, Business Communication, or International Business/Business. A total cumulative or UNI cumulative GPA of 2.5 is required to declare a double major and/or minor in business.

ADMISSION STANDARDS

STUDENTS SEEKING A MAJOR IN ACCOUNTING, BUSINESS TEACHING, ECONOMICS (BUSINESS ECONOMICS EMPHASIS), FINANCE, REAL ESTATE, MANAGEMENT, HUMAN RESOURCE MANAGEMENT, SUPPLY CHAIN MANAGEMENT, BUSINESS ANALYTICS, MANAGEMENT INFORMATION SYSTEMS, OR MARKETING MUST BE ADMITTED TO THE WILSON COLLEGE OF BUSINESS AND MEET ALL COURSE PREREQUISITES BEFORE TAKING UPPER-DIVISION (3000/4000-LEVEL) WILSON COLLEGE OF BUSINESS COURSES.

Students are eligible for admission to the Wilson College of Business upon completion of the following requirements:

1. 30 Cumulative Semester hours of college credit
2. C- or better in the following Business Core Courses:
 - a. ECON 2090 Decision Analytics OR ECON 1011 Statistics for Business Analytics and
 - b. ECON 1041 Principles of Macroeconomics
3. C- or better in an **approved** English composition course.
4. Total or UNI* cumulative GPA of at least 2.50 on all university-level courses
5. Declaration of Curriculum form filed with the Office for Professional Distinction (CBB 5)



GRADUATION STANDARDS

1. A cumulative UNI GPA of 2.20 or better.
2. A cumulative GPA of 2.20 or better for all Wilson College of Business courses (ACCT, ENTR, MKTG, MGMT, FIN, ECON) taken at UNI.
3. Earn at least 50% of their business credit hours required for the major at UNI.

Copies of the Wilson College of Business admission policy and graduation requirements can be obtained from Office for Professional, CBB 5 (tel: 319-273-2144) and can be found online at <http://business.uni.edu/advising>.



SUGGESTED CLASS SCHEDULE for MANAGEMENT MAJORS

Meet with an advisor to make an official Program of Study

Freshman Year

Fall

BUSINESS 1000 Intro. Seminar for Bus. Professionals	0 hrs.
ECON 1041 Prin. of Macroeconomics	3 hrs.
STAT 1772 Intro to Statistical Methods	3 hrs.
UNIFI/Electives	9 hrs.
Total semester hours	15 hrs.

Spring

ECON 1051 Prin. of Microeconomics	3 hrs.
ECON 1011 Statistics for Business Analytics	3 hrs.
UNIFI/Electives	10 hrs.
Total semester hours	15 hrs.

Sophomore Year

Fall

BUSINESS 2000 Business Professionals in Training	0 hrs.
ACCT 2120 Financial Accounting	3 hrs.
MGMT 2080 Intro. to Info. Systems	3 hrs.
UNIFI / Electives	9 hrs.
Total semester hours	15 hrs.

Spring

ACCT 2130 Prin. of Managerial Accounting	3 hrs.
ECON 2090 Decision Analytics	3 hrs.
MKTG 2110 Principles of Marketing	3 hrs.
UNIFI/Electives	6 hrs.
Total semester hours	15 hrs.

Junior Year

Fall

MGMT 3965 Organizational Behavior	3 hrs.
MGMT 3100 Legal and Social Environment of Business	3 hrs.
FIN 3130 Corporation Finance	3 hrs.
MGMT 3154 Operations Management	3 hrs.
Elective	3 hrs.
Total semester hours	15 hrs.

Spring

MGMT 3155 Human Resource Management (Spring Only)	3 hrs.
Human Resource Elective	3 hrs.
Electives	9 hrs.
Total semester hours	15 hrs.

Senior Year

Fall

MGMT 3905 Employment & Labor Law (Fall Only)	3 hrs.
MGMT 3966 Staffing & Employment Development (Fall Only)	3 hrs.
MGMT 4175 Strategic Management	3 hrs.
Electives	6 hrs.
Total Semester Hours	15 hrs.

Spring

MGMT 3968 Compensation & Benefits (Spring Only)	3 hrs.
MGMT 3984 Dynamics of Negotiations	3 hrs.
Electives	9 hrs.
Total Semester Hours	15 hrs.

TENTATIVE SCHEDULE of MANAGEMENT CLASSES

Note that this schedule is merely a projection. Budget constraints and other unforeseeable circumstances may require adjustments. Summer School offerings depend largely upon demand. Ordinarily we will be able to offer all of our courses, but electives will be limited during the summer.

Course Number	Title	(Semester Offered)		
		Fall	Spring	Summer
MGMT 2032	Business Application Development I	Yes	Yes	No
MGMT 2034	Business Application Development II	Yes	Yes	No
MGMT 2036	Business Analytics Fundamentals	No	Yes	No
MGMT 2080	Introduction to Information Systems	Yes	Yes	Variable
MGMT 3100	Legal and Social Environment of Business	Yes	Yes	Variable
MGMT 3101	Business Law	Yes	No	No
MGMT 3112	Systems Analysis and Design	No	Yes	No
MGMT 3113	Business Communication	Variable	Variable	No
MGMT 3120	Database Management and Theory	Yes	No	No
MGMT 3121	Predictive Business Analytics and Cloud Computing	No	Yes	No
MGMT 3122	Business Intelligence	No	Yes	No
MGMT 3125	Information Systems Development Projects	No	Yes	No
MGMT 3126	Business Analytics Projects	No	Yes	No
MGMT 3127	Decision Support, Analytics and Business Intelligence	Variable	Variable	No
MGMT 3128	Business Application Development III	Variable	Variable	No
MGMT 3140	Information Systems Management	Yes	No	No
MGMT 3145	Information Systems Applications	No	Variable	No
MGMT 3153	Organizational Management	Yes	Yes	Yes
MGMT 3154	Operations Management	Yes	Yes	Yes
MGMT 3155	Human Resource Management	No	Yes	No
MGMT 3161	Supply Chain and Purchasing	Yes	No	No
MGMT 3163	Managerial Problem Solving	Yes	Yes	No
MGMT 3164	Quality and Process Imp	Variable	Variable	No
MGMT 3166	Six Sigma and Lean Consulting Methodology	No	No	Variable (study abroad)
MGMT 3167	Global Strategic Supply Management	No	Yes	No
MGMT 3168	Supply Chain Modeling and Business Analytics	Yes	No	No
MGMT 3169	Service Operations Management	Variable	No	Variable (study abroad)
MGMT 3170	Special Problems	Yes	Yes	Yes
MGMT 3179	Cooperative Education	Yes	Yes	Yes
BUSINESS 3181	Communication and Financial Literacy in Business	Variable	Yes	No
MGMT 3183	Leadership Skills	Yes	Yes	No

MGMT 3185	Project Management	Yes	Yes	No
MGMT 3187	Organization Structure and Design	Variable	Variable	No
MGMT 3189	International Management	Yes	Yes	No
MGMT 3905/5905	Employment and Labor Law	Yes	No	No
MGMT 3965/5965	Organizational Behavior	Yes	Yes	No
MGMT 3966/5966	Staffing & Employee Development	Yes	No	No
MGMT 3968/5968	Compensation and Performance Management Systems	No	Yes	No
MGMT 3969/5969	Management Internship	Yes	Yes	Yes
MGMT 3974/5974	Business, Ethics, and Society	Yes	Variable	No
MGMT 3984/5984	Dynamics of Negotiations	Yes	Yes	Variable
MGMT 4175	Strategic Management	Yes	Yes	Yes