

HUMAN RESOURCES MANAGEMENT, BBA

Human resource (HR) managers play an essential and strategic role in helping organizations recruit, train and retain an effective workforce. HR managers understand people and help organizations create an inclusive and productive workforce by providing performance and talent management systems, offering training, career development and work-life programs, and by creating effective compensation and benefits packages. HR managers also help organizations develop effective leaders and teams, and proactively work with top-management to build inclusive and positive organizational cultures. Effective HR managers are skilled in interpersonal communication, conflict resolution, diversity management, and perspective-taking.

This major prepares students for entry-level careers in either generalist or specialist areas of human resource management. The curriculum offers students a broad base of knowledge and skills needed to work with an increasing diverse and global workforce.

Requirements

Students admitted to a Business major Fall 2012 and after

Code	Title	Credits
	Advancement to Major (p. 1)	
	General Education Requirements (p. 1)	24
	Business Foundation Courses (p. 1)	20
	Business Core (p. 2)	28
	HRM Major Requirements (p. 1)	21
	Business Electives	12
	General Electives	18
	Total Credits	123

Advancement to the Major

Students are eligible to advance within the major when the following requirements have been met:

Code	Title	Credits
	<i>Attain Junior standing (56 credits)</i>	
	<i>Satisfy Oral and Written Communication requirement (Part A)</i>	
ENGLISH 102	College Writing and Research	
	Or place high enough on the English Placement Test	
	<i>Satisfy Quantitative Literacy requirement</i>	
MATH 105 or MATH 108	Introduction to College Algebra Algebraic Literacy II	
	Or place high enough on the Math Placement Test	
	<i>Complete the Business Foundation Courses</i>	
	With a cumulative GPA of 2.25 or above	
	<i>Achieve a cumulative GPA of 2.50 or higher</i>	
	Obtain a cumulative GPA equal to or higher than the standard established by the Lubar School of Business each semester. Students who have a 2.5 cumulative grade point average or higher (including transfer work, if any) are guaranteed admission.	
	<i>Complete the Advancement to the Major form</i>	

Available in the Undergraduate Student Services office or online

Lubar School of Business General Education Requirements

Code	Title	Credits
Oral and Written Communication		
ENGLISH 102	College Writing and Research (or equivalent) ¹	
ENGLISH 205	Business Writing	3
Quantitative Literacy		
Select one of the following:		
MATH 105	Introduction to College Algebra ¹	
MATH 108	Algebraic Literacy II ¹	
Or equivalent course		
MATH 211	Survey in Calculus and Analytic Geometry	4
Or equivalent course		
Arts		
Select 3 credits		3
Humanities		
Select 6 credits ²		6
Social Sciences		
Select 6 credits ³		6
Natural Sciences		
Select 6 credits (At least two courses including one lab) ⁴		6
UWM Foreign Language Requirement		
Complete Foreign Language Requirement through: ¹		
Two years (high school) of a single foreign language		
Two semesters (college) of a single foreign language		
Or equivalent		
UWM Cultural Diversity Requirement		
One course from the Arts, Humanities, or Social Sciences must also satisfy UWM's Cultural Diversity requirement		

- ¹ Credit earned for 100-level English and Math courses, as well as college credit earned for Foreign Languages, is counted towards General Electives.
- ² Excluding COMMUN 103 if used to satisfy a Foundation course requirement.
- ³ Excluding COMMUN 105 if used to satisfy a Foundation course requirement). Only one 100- or 200-level economics course can be used to satisfy the Social Science requirement (excluding ECON 103 and ECON 104). Students completing a Human Resources major must complete PSYCH 101.
- ⁴ Excluding MATH 211, MATH 221, or MATH 231.

Business Foundation Courses

Complete with a cumulative grade point average of 2.25 or higher.

Code	Title	Credits
ECON 103	Principles of Microeconomics	3
ECON 104	Principles of Macroeconomics	3
BUS ADM 201	Introduction to Financial Accounting ¹	4

BUS ADM 230	Introduction to Information Technology Management ²	3
MATH 211	Survey in Calculus and Analytic Geometry (or equivalent)	4
COMMUN 103 or COMMUN 105	Public Speaking Business and Professional Communication	3
Total Credits		20

¹ A grade of "B" or better in BUS ADM 201 is required for Accounting majors. Students in the Business Scholars Program (<http://catalog.uwm.edu/business/businessscholars>) should enroll in the equivalent BUS ADM 207 course.

² A grade of "C" or better in BUS ADM 230 is required for Information Technology Management majors. Students interested in the Business Scholars Program (<http://catalog.uwm.edu/business/businessscholars>) should consider the equivalent BUS ADM 231 course.

Business Core Courses

Code	Title	Credits
BUS ADM 210	Introduction to Management Statistics (Business Scholars course option) ¹	4
BUS ADM 302		
BUS ADM 330	Organizations ²	3
BUS ADM 350	Principles of Finance ³	3
BUS ADM 360	Principles of Marketing ⁴	3
BUS ADM 370	Introduction to Supply Chain Management ⁵	3
BUS ADM 391	Business Law I	3
BUS ADM 600	Management Analysis	3
<i>International Business Component</i>		
Complete one of the following:		3
BUS ADM 456	International Financial Management	
BUS ADM 465	International Marketing	
BUS ADM 496	International Business	
BUS ADM 498	Study Abroad: Business Topics:	
BUS ADM 535	Global Information Technology Management	
BUS ADM 541	Cross-Cultural Management	
BUS ADM 551	International Investments	
Total Credits		25

¹ Students in the Business Scholars Program should enroll in the equivalent BUS ADM 211 course.

² Students in the Business Scholars Program should consider the equivalent BUS ADM 331 course.

³ A grade of "C" or better is required for Finance majors. Students in the Business Scholars Program should consider the equivalent BUS ADM 351 course.

⁴ Students in the Business Scholars Program should consider the equivalent BUS ADM 361 course.

⁵ Students in the Business Scholars Program should consider the equivalent BUS ADM 371 course.

Human Resources Management Major Requirements

Human Resources Management majors are required to complete PSYCH 101 (Introductory Psychology) as part of their Social Sciences requirement.

The major in human resources management requires 21 human resources management credits beyond the 3 credits of BUS ADM 330 (Organizations) or BUS ADM 331 (Business Scholars: Organizations).

Code	Title	Credits
Required		3
BUS ADM 444	Human Resources Management ¹	
Core		9
Select three courses from the list below:		
BUS ADM 440	Compensation Management ¹	
BUS ADM 441	Diversity in Organizations ¹	
BUS ADM 443	Special Topics in Human Resources Management: (Topic: Employment Law) ¹	
BUS ADM 445	Training & Development in Organizations ¹	
BUS ADM 448	Staffing Human Resources ¹	
ECON 415	Economics of Employment and Labor Relations	
HRM Electives		9
Select three courses from the Core Courses listed above or from the following:		
BUS ADM 442	Industrial Psychology	
BUS ADM 443	Special Topics in Human Resources Management: (subtitle)	
BUS ADM 449	Human Resources Management Professional Internship	
COMMUN 300	Interviewers and Interviewing	
COMMUN 310	Communication in Organizations	
ECON 448	Economics of Human Resources	
PSYCH 325	Research Methods in Psychology	
Total Credits		21

¹ These HRM major courses represent foundational material for the SHRM Assurance of Learning Certification exam.

Business Electives

A business elective is any course with Bus Adm as the subject. The course cannot be one a student has already taken as part of the foundation, core, or major coursework. Students often use business electives to complete a double major or certificate.

Code	Title	Credits
Select 12 credits in the Lubar School of Business. May include 300-level Bus Adm internship courses, additional Bus Adm courses in the major, business courses outside of the major, and/or Bus Adm courses used in the completion of a second Business major or Business Certificate program.		12
Total Credits		12

General Electives

Code	Title	Credits
Credits towards the degree not counted in other categories will apply to General Electives. Classes counting towards General Electives may include, but are not limited to:		18
ENGLISH 101	Introduction to College Writing	
ENGLISH 102	College Writing and Research	
MATH 105	Introduction to College Algebra	
MATH 108	Algebraic Literacy II	
Foreign Language credits		
BUS ADM 300	Career and Professional Development:	
Total Credits		18

Degree Completion Requirements

Credits

A minimum of 123 credits is required for graduation for all majors. At least 50% of the business credit hours required for the business degree must be completed at UWM.

Grade Point Average

Students are required to earn at least a 2.25 overall GPA to graduate. Non-accounting majors are required to earn a minimum 2.25 GPA in all business and economics courses, as well as a 2.25 GPA in all business and economics courses completed at UWM, to graduate.

Accounting majors must have earned a 2.5 GPA for all business and economics courses completed (including transfer credits), as well as a 2.5 GPA in all business and economics courses completed at UWM, to graduate.

Residence Requirements

A minimum of 12 credits must be completed in residence at UWM in each Business Administration major.

Students must earn their last 30 credits at UWM. BBA degree and major requirements must be completed within 10 years of initial enrollment at UW-Milwaukee. Should students not complete the degree and major within the 10-year time frame, the students will switch to the most current degree and major requirements. A new 10-year time frame would then begin.

Post-Baccalaureate Options

The above requirements refer to the full requirements of an initial bachelors degree only. Requirements of a second undergraduate degree are listed on the Lubar School's Policies and Regulations (<http://catalog.uwm.edu/business/#policiesandregulationstext>). The Accounting major may not be completed as a second undergraduate degree.

Double Majors

Students interested in completing a double major with another UWM program or within Business should meet with an academic advisor to discuss how best to combine their academic plans.

Advising

For information on Academic Advising for undergraduate business majors, see Undergraduate Student Services. (<http://uwm.edu/business/>

academics/undergrad/academic-advising)All students should meet with an academic advisor at least once a semester.

Career Services

The Lubar School of Business also features a dedicated Career Services Center (<http://uwm.edu/business/academics/career-services>) for its students. Internship positions and job requests are posted on a special bulletin board, which is maintained by the School as a service to students and to businesses that have specifically requested UWM business students to fill positions. The Career Services Center also provides a resume referral service. Potential employers may request resumes by functional area or by special interests within functional areas. Online national job searches and an alumni placement service are other services offered.

Honors in the Lubar School of Business

Beta Gamma Sigma (<http://uwm.edu/business/academics/student-organizations>) is the national scholastic honor society in the field of business. Election to membership is available to both undergraduate and graduate students in business. Each semester, students are invited to join Beta Gamma Sigma. Selection is based upon outstanding scholastic achievement.

See also information on the Business Scholars Program (<http://catalog.uwm.edu/business/businessscholars>).

Dean's Honor List

GPA of 3.500 or above, earned on a full-time student's GPA on 12 or more graded credits in a given semester.

Honors Degree and Honors Degree with Thesis

Granted to graduating seniors who complete Honors College requirements, as listed in the Honors College (<http://catalog.uwm.edu/opportunities-resources/honors-college>) section of this site.

Commencement Honors

Students with a cumulative GPA of 3.500 or above, based on a minimum of 40 graded UWM credits earned prior to the final semester, will receive all-university commencement honors and be awarded the traditional gold cord at the December or May Honors Convocation. In schools and colleges in which fewer than 15% of the traditional students have a 3.500 GPA, all-university honors will be awarded to approximately the top 15% of graduating students. A criterion GPA (not lower than 3.200) for this 15% will be calculated based on statistics from the previous comparable semester. Please note that for honors calculation, the GPA is **not** rounded and is truncated at the third decimal (e.g., 3.499).

Final Honors

Earned on a minimum of 60 graded UWM credits: Cum Laude - 3.500 or above; Magna Cum Laude - 3.650 or above; Summa Cum Laude - 3.800 or above.