

# Management (BSBA) - Human Resources Concentration

## Degree Requirements

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### General Education Requirements (59 Hours)

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#### Area I - Written Composition (2 Courses, 6 Hours)

- A. 3 hours: EH 101
- B. 3 hours: EH 102

#### Area II - Humanities & Fine Arts (4 Courses, 12 Hours)

- A. 3 hours from: EH 215, EH 216, EH 225, EH 226, EH 235, EH 236
- B. 3 hours from: ARH 100, ARH 103, ARH 123, ARS 101, DRA 110, MUL 101
- C. 6 hours from: AFR 101, ARH 100, ARH 103, ARH 123, ARH 203, ARS 101, CLA 110, CA 110, DRA 110, EH 215, EH 216, EH 225, EH 226, EH 235, EH 236, LG 101, LG 102, LG 111, LG 112, LG 121, LG 122, LG 131, LG 132, LG 141, LG 142, LG 151, LG 152, LG 153, LG 171, LG 172, LG 173, LG 201, LG 202, LG 211, LG 212, LG 213, LG 221, LG 222, LG 231, LG 232, LG 234, LG 241, LG 242, LG 251, LG 252, LG 271, LG 272, LG 273, LGS 101, LGS 102, LGS 106, LGS 107, LGS 110, LGS 111, LGS 171, LGS 172, LGS 201, LGS 202, LGS 206, LGS 207, LGS 210, LGS 211, MUL 101, PHL 110, PHL 120, PHL 121, PHL 131, PHL 231, PHL 240, REL 100, REL 200, REL 201

#### Area III – Natural Sciences & Mathematics (3 Courses & Labs, 11-14 Hours)

- A. 3-4 hours from: MA 120, MA 125
- B. 8-10 hours from: AN 121 & AN 121L, BLY 101 & BLY 101L or BLY 121 & BLY 121L, BLY 102 & BLY 102L or BLY 122 & BLY 122L, CH 101 & CH 101L, CH 103 & CH 103L, CH 131 & CH 131L, CH 132 & CH 132L, GEO 101 & GEO 101L, GEO 102 & GEO 102L, GY 111 & GY 111L, GY 112 & GY 112L, MAS 134 & MAS 134L, PH 101 & PH 101L, PH 104 & PH 104L, PH 114 & PH 114L, PH 115 & PH 115L, PH 201 & PH 201L, PH 202 & PH 202L

#### Area IV – History, Social & Behavioral Sciences (4 Courses, 12 Hours)

- A. 3 hours from: HY 101, HY 102, HY 135, HY 136
- B. 3 hours from: AN 100, AN 101, CA 100, CA 211, CJ 105, GEO 114, GEO 115, GS 101, HY 101, HY 102, HY 135, HY 136, IS 100, IST 201, NAS 101, PSC 130, PSY 120, PSY 250, SY 109, SY 112
- C. 6 hours: ECO 215, ECO 216

#### Area V 200-Level Business Core (18 Hours)

- A. 6 hours: ACC 211, ACC 212
- B. 6 hours: BUS 245, BUS 255
- C. 3 hours: BUS 265
- D. 3 hours: CIS 250

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Students must complete a 6 credit hour sequence either in literature (Area II – EH 215 & EH 216, EH 225 & EH 226, or EH 235 & EH 236) or history (Area IV – HY 101 & HY 102 or HY 135 & HY 136)

### Major Requirements (63 Hours)

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#### Freshman Core (1 Course, 3 Hours)

- A. 3 hours: BUS 150 or Transfer Student Elective for students transferring into the College with more than 45 hours. Students transferring with 45-60 hours are highly encouraged to take BUS 150.

**Upper Division Business Core (6 Courses, 18 Hours)**

- A. 3 hours from: BUS 305, ECO 453
- B. 15 hours: FIN 315, MGT 300, MGT 305 (W), MGT 325, MKT 320

**Experiential Learning (2-4 Courses, 6 Hours)**

- A. 3 hours from: BUS 101, BUS 201, BUS 301, BUS 302
- B. 3 hours from: ACC496, ECO 496, FIN 496, MGT 496, MKT 496

**Management Core (3 Courses, 9 Hours)**

- A. 12 hours: MGT 334, MGT 351, MGT 340 (W)

**Human Resources Concentration (6 Courses, 18 Hours)**

- A. 12 hours: MGT 450, MGT 452, MGT 454, MGT 475
- B. 6 hours from: MGT 357, MGT 451, MGT 455, MGT 460, MGT 462, MGT 470

**Business Policy Capstone (2 Course, 3 Hours)**

- A. 3 hours: MGT 485 (W), MGT 486

**Minor Requirements (0 Or 18-24 Hours)**

A minor is not required for this degree program

**Notes:**

\*\*Transfer credits for the Management Core and Human Resources Concentration courses will only be accepted from AACSB-accredited institutions.

\*\*\*Only 1 internship may be counted toward a business degree. Internship courses may only be used to fulfill the Experiential Learning

Requirement and may not be used as business electives or to fulfill any other degree requirements.

**Additional Information****Additional Information****Graduation Plan****Management (BSBA): Human Resources Concentration (122 Total Hours)****First Year - Fall Semester**

Course ID	Course Description	Hours
EH 101	English Composition	3
BUS 150	Introduction to Business	3
MA 120 or MA 125	Calculus	3 or 4

Fine Art	**Area II	3
History	**Area IV	3
BUS 101	Professional Experience	1
Total Hours		16 or 17

**First Year - Spring Semester**

Course ID	Course Description	Hours
EH 102	English Composition II	3
ECO 215	Principles of Microeconomics	3
CIS 250	Advanced Computer Applications	3
Humanities or Fine Art	**Area II	3
Natural Science + Lab	**Area III	4
Total Hours		16

**Second Year - Fall Semester**

Course ID	Course Description	Hours
ACC 211	Principles of Accounting I/Financial Accounting	3
BUS 245	Data Analytics I	3
ECO 216	Principles of Macroeconomics	3
Literature	**Area II	3
Natural Science + Lab	**Area III	4
Total Hours		16

**Second Year - Spring Semester**

Course ID	Course Description	Hours
ACC 212	Principles of Accounting II/Managerial Accounting	3
BUS 255	Data Analytics II	3
BUS 265	Legal Environment of Business I	3
BUS 201	Professional Experience II	1
2nd Literature or 2nd History	***Area II or IV	3
Gen Ed	****Area II or IV	3

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Total Hours 16

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**Third Year - Fall Semester**

Course ID	Course Description	Hours
MGT 300	Principles of Management	3
MGT 305	Organizational Communication	3
BUS 301	Professional Experience III	1
MKT 320	Principles of Marketing	3
BUS 305	Data Analytics III	3
Business Elective #1	Anything in MCOB at the 300 or 400 level not used to fulfill another requirement except internship courses.	3
Total Hours		16

**Third Year - Spring Semester**

Course ID	Course Description	Hours
MGT 351	Human Resource Management	3
MGT 340	Organizational Behavior	3
FIN 315	Principles of Finance	3
MGT 325	Operations Management	3
MGT 334	International Management	3
Total Hours		15

**Fourth Year - Fall Semester**

Course ID	Course Description	Hours
MGT 450	Organizational Staffing	3
MGT 454	Compensation Administration	3
HR Elective #1	*MGT 462 Negotiation/Dispute Resolution	3
Business Elective #2	Anything in MCOB at the 300 or 400 level not used to fulfill another requirement except internship courses.	3
MGT 496	Internship	3
Total Hours		15

**Fourth Year - Spring Semester**

Course ID	Course Description	Hours
MGT 452	Employment Law	3
HR Elective #2	*MGT 451 Employee Training & Development	3

MGT 475	Strategic HR Management	3
MGT 485	Business Policy in Global Environment	3
MGT 486	Undergraduate Comp Exam	0
Total Hours		12

### Notes

\*Recommended Course

\*\*See Degree Requirements for options

\*\*\*All students must complete either a literature or a history sequence

\*\*\*\*If opted for Literature sequence, need Area IV; if opted for History sequence, need Area II

## Department Information

<b>Department of Management</b>	<b>(251) 460-6411</b>
Chair	William Gillis
Professor Emeritus	Paul Pietri, Carl Moore, Robert Shearer, Donna Retzlaff-Roberts, Marjorie Icenogle, Ron Eastburn
Professors	Finney, Gillis, Maes, Mosley, Stefanone, Turnipseed, Woodford
Associate Professor	Weldy
Assistant Professors	Cole, Nelson, Smith, Wassenaar, Wu
Instructor	Hunt, Smith D.

Department of Management website

<https://www.southalabama.edu/colleges/mcob/management/index.html>

"Management is doing things right; leadership is doing the right things." - Peter Drucker

### Discover Management

A majority of our faculty has extensive practical experience in their fields. They've dealt first hand with the challenges businesses and corporations face, and have a passion for sharing their knowledge. They're committed to nurturing the professional development of students so they graduate with the skills, initiative, integrity and sense of teamwork required in the workplace.

The Department of Management has the following degree options: Entrepreneurship, General Management, and Human Resource Management. The department also manages the On-line General Business Major. Transfer credits for upper division major courses will only be accepted from AACSB accredited institutions.

### Entrepreneurship Concentration

Entrepreneurship is the key to economic growth for the United States and the Central Gulf Coast region. The Entrepreneurship concentration is designed to create an "innovation" focused mindset that produces entrepreneurs and entrepreneurial leaders in ALL sectors of the society including: starting businesses, working in financing careers, innovative educators, franchise owners, corporate entrepreneurs, economic development officials and social entrepreneurs. The concentration allows students to choose a combination of courses that best match their interests and entrepreneurial opportunities.

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## General Management Concentration

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The General Management concentration offers courses designed to give students a solid foundation in the field of Management and enable them to become effective managers, problem-solvers, and decision-makers in the world of business, industry, and government. Emphasis is placed upon problem solving, and managerial decision-making. The thrust of the curriculum is to give students insight into the means for improving the productivity and efficiency of modern organizations.

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## Human Resource Management Concentration

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Managers have become aware of the significant impact of effective utilization of the human resources in an organization. As a result, the Human Resource Manager has become a key person on the top management team. The Human Resource Management concentration provides students with the skills and knowledge to become a proficient practitioner in this leading organizational field.

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## On-line General Business Major

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The on-line general business major is designed for students that have completed, or are in the process of completing, the freshman and sophomore level degree requirements and who desire to complete a business degree through the on-line delivery of the junior and senior level requirements.

The program assumes the student has completed 62 credit hours of general education and sophomore level business requirements. Students enrolled in the general business on-line degree program must complete 60 credit hours of junior and senior requirements and all of these courses are available on-line each year, but not every semester.

The on-line courses curriculum allows the student to complete the program in two years or five semesters. Although the curriculum is set up for a five semester sequence, students are not required to complete the courses in the listed sequence. Additionally, students are not required to enroll in a certain number of courses each semester to participate in the on-line degree program.

For additional information about the on-line program or for academic advising, please contact the:

Office of Student Services  
Mitchell College of Business  
MCOB 110  
Phone: (251) 460-7167  
E-mail: [mcobadviser@southalabama.edu](mailto:mcobadviser@southalabama.edu)