

# ACCELERATED B.B.A. IN HUMAN RESOURCE MANAGEMENT/M.B.A. (HUMAN RESOURCES MANAGEMENT)

**Web Site:** <https://twu.edu/management-marketing/undergraduate-programs/bba-in-human-resource-management/>

The B.B.A. in Human Resource Management gives students the skills needed to oversee the complex aspects of an organization's most important asset, its employees. The program also prepares students to pursue certification as a human resources professional through either the Society for Human Resources Management (SHRM) or Human Resource Certification Institute (HRCI). The accelerated program enables students to earn graduate credits which they can use towards their master's degree.

Classes are located on our Denton campus in face-to-face and online formats.

## Marketable Skills

### Core Skills

1. Critical Thinking: B.B.A. HR Specific Application- Problem-solving within human resource management or across functions. General Employment Application- Problem-solving and developing solutions to business issues.
2. Diversity: B.B.A. HR Specific Application- Manage and promote a diverse workforce; Diversity awareness and training. General Employment Application- Manage and promote a diverse workforce.
3. Ethical Reasoning: B.B.A. HR Specific Application- Make human resource decisions in an ethical manner. General Employment Application- Make ethical business decisions.
4. Teamwork: B.B.A. HR Specific Application- Work with others in the human resource department and across the organization. General Employment Application- Work within and across functions in an organization to help it perform at a high level.

### Discipline-Based Skills

1. Training and Development: B.B.A. HR Specific Application- Train employees for their current jobs and develop employees for future jobs within the organization General Employment Application- Prepare employees for jobs, so they can perform at a high level.
2. Compensation and Benefits: B.B.A. HR Specific Application-Develop compensation and benefits plans to be competitive in the labor market General Employment Application- Enable the organization to be competitive for talent in the labor market and motivate and retain current employees.
3. Performance Management: B.B.A. HR Specific Application- Develop performance management systems to evaluate the performance of employees. General Employment Application- Evaluate employee performance to help ensure organization-level goals are met.
4. Employment Law: B.B.A. HR Specific Application- Understand employment law to deliver all aspects of human resource management legally. General Employment Application- Assist

employees and managers with following labor laws and avoiding labor law-related lawsuits.

## Admissions

### Program Coordinator

Dr. David Rylander  
940-898-2106  
drylander@twu.edu

It is recommended that students interested in this path speak with their undergraduate advisor. Once admitted to the accelerated program, students must meet with their undergraduate advisor each semester before registering for courses. During the final semester of undergraduate coursework, students should seek advising from the COB graduate advisor to discuss a graduate degree plan.

### Admissions Requirements

To apply to the Accelerated Bachelor of Business Administration in Human Resources/Masters of Business Administration (Human Resources), students must:

- Be currently enrolled in the BBA in Human Resources at TWU.
- Have a minimum cumulative GPA of 3.25 at the time of application.
- Have successfully completed a minimum of 73 but no more than 90 semester credit hours of coursework toward the B.B.A.
- Have a minimum of 12 hours remaining in human resources courses toward the major.

### How to Apply to the Accelerated Program

Students interested in applying to this accelerated program are encouraged to contact the Program Coordinator before applying.

1. Complete the Accelerated B.B.A. in Human Resource Management / M.B.A. (Human Resources Management) online application (<https://forms.gle/dixb3dA7o9za3ohCA/>).
2. Submit a resume and the most recent transcript along with the online application.
3. Once admitted to the Accelerated Program students must apply to the graduate M.B.A. (Human Resources) program (<https://twu.edu/management-marketing/graduate-programs/mba-human-resource-management/>). Students cannot enroll in graduate-level coursework until accepted by the Graduate School.

### Accelerated Undergraduate-Graduate Program Policy Guidelines

Students may apply to an approved accelerated degree program once they have completed at least 60 undergraduate semester credit hours. Upon admission to an accelerated program, students may enroll in graduate courses for credit once they have attained at least 72 undergraduate semester credit hours. Approved courses will apply to both an undergraduate and a graduate degree.

### Conditions

- Up to 12 SCH of designated graduate courses may apply to both the Bachelor's degree and a Master's degree program comprised of 45 or fewer SCH; and up to 15 graduate SCH may apply toward both an undergraduate degree and a graduate degree program comprised of more than 45 SCH (Master's, Specialist or Doctoral degree.)
- Undergraduate students may enroll in no more than 6 SCH of graduate coursework in each semester or term.

- No undergraduate-level course may count toward a graduate degree.
- Minimal criteria for admission will include a cumulative undergraduate GPA of at least 3.0. Academic components may set higher requirements for their program.
- Once admitted to an accelerated program, students must maintain a 3.0 GPA throughout the remainder of their baccalaureate degree, or their admission to the accelerated graduate program may be revoked. Academic components may set additional requirements for their programs.
- Prior to applying to an accelerated degree program, students must have completed a minimum of 15 semester credit hours at Texas Woman's University.

## Graduate Application Process

All students must meet the University requirements as outlined in the Admission to the TWU Graduate School (<https://catalog.twu.edu/graduate/graduate-school/admission-graduate-school/>) section of the catalog.

This academic program may have additional graduate admission criteria that must also be completed as outlined on the graduate program's website.

## Degree Requirements

**Total Semester Credit Hours (SCH): 120**

**Major:** 63 SCH

**Program Code:** \_\_\_\_\_ **CIP Code:** 52.1001.00

### Texas Core Curriculum

Code	Title	SCHs
ENG 1013	Composition I	3
ENG 1023	Composition II	3
Mathematics		3
Life & Physical Sciences		6
Language, Philosophy, & Culture		3
Creative Arts		3
HIST 1013	History of the United States, 1492-1865	3
HIST 1023	History of the United States, 1865 to the Present	3
POLS 2013	U.S. National Government	3
POLS 2023	Texas Government	3
Social & Behavioral Sciences		3
CAO: Women's Studies		3
CAO: First Year Seminar, Wellness or Mathematics		3
<b>Total SCHs</b>		<b>42</b>

### Courses Required for Major

Code	Title	SCHs
<b>Business</b>		
ACCT 2043	Fundamentals of Accounting I	3
ACCT 2053	Fundamentals of Accounting II	3
BUS 3013	Business Law and Ethics	3
BUS 3163	Business Communications	3
FIN 3053	Business Finance	3
MGT 3003	Principles of Management	3

MGT 3313	Business Analytics	3
MGT 4333	Business Policy (taken in final semester)	3
MGT 4563	Operations Management	3
MGT 3533	Management Information Systems	3
MKT 3113	Principles of Marketing	3

#### Major

BUS 3183	Introduction to International Business	3
MGT 3253	Labor Management Relationship	3
MGT 3273	Human Resource Management	3
MGT 4013	Alternative Dispute Resolution	3
MGT 4293	International Human Resource Management	3
MGT 4453	Legal Issues in Human Resource Management	3

#### Graduate Level Courses

MGT 5273	Human Resource Administration	3
MGT 5633	Principles of Talent Development	3
MGT 5623	Compensation and Benefits	3
MGT 5613	Staffing	3

**Total SCHs 63**

### Departmental Requirements

Code	Title	SCHs
ECO 1013	Principles of Microeconomics (may be applied from core)	3
ECO 1023	Principles of Macroeconomics (may be applied from core)	3
FIN 2153	Foundations of Money Management (may be applied from core)	3
MATH 1703	Elementary Statistics I (may be applied from core)	3
MATH 2203	Business Analysis I (may be applied from core)	3
<b>Total SCHs</b>		<b>15</b>

## Recommended Plan of Study

#### First Year

Fall	TCCN	SCHs
ENG 1013	Composition I	ENGL 1301 3
HIST 1013	History of the United States, 1492-1865	HIST 1301 3
UNIV 1231	Learning Frameworks: the First-Year Seminar	EDUC 1100, EDUC 1200, EDUC 1300 1
MATH 1703	Elementary Statistics I	MATH 1342 3
ECO 1013	Principles of Microeconomics	ECON 2302 3
Life & Physical Science Core		3
<b>SCHs</b>		<b>16</b>

#### Spring

TCCN	SCHs	
ENG 1023	Composition II	ENGL 1302 3
HIST 1023	History of the United States, 1865 to the Present	HIST 1302 3
Wellness CAO Core		2
Life & Physical Science Core		3

ECO 1023	Principles of Macroeconomics	ECON 2301	3
<b>SCHs</b>			<b>14</b>
<b>Second Year</b>			
<b>Fall</b>		<b>TCCN</b>	
POLS 2013	U.S. National Government	GOVT 2305	3
Language/Philosophy/Culture Core			3
Multicultural Women's Studies CAO Core			3
MATH 2203	Business Analysis I	MATH 1324	3
ACCT 2043	Fundamentals of Accounting I	ACCT 2301	3
<b>SCHs</b>			<b>15</b>
<b>Spring</b>		<b>TCCN</b>	
POLS 2023	Texas Government	GOVT 2306	3
Creative Arts Core			3
ACCT 2053	Fundamentals of Accounting II	ACCT 2302	3
FIN 2153	Foundations of Money Management	BUSI 1307	3
Non-Business Elective			3
<b>SCHs</b>			<b>15</b>
<b>Third Year</b>			
<b>Fall</b>		<b>TCCN</b>	
BUS 3163	Business Communications		3
BUS 3183	Introduction to International Business		3
MGT 3003	Principles of Management		3
MGT 3313	Business Analytics		3
MGT 3533	Management Information Systems		3
<b>SCHs</b>			<b>15</b>
<b>Spring</b>		<b>TCCN</b>	
BUS 3013	Business Law and Ethics		3
FIN 3053	Business Finance		3
MGT 3273	Human Resource Management		3
MKT 3113	Principles of Marketing		3
Non-Business Elective			3
<b>SCHs</b>			<b>15</b>
<b>Fourth Year</b>			
<b>Fall</b>		<b>TCCN</b>	
MGT 3253	Labor Management Relationship		3
MGT 4293	International Human Resource Management		3
MGT 4563	Operations Management		3
MGT 5273	Human Resource Administration		3
MGT 5633	Principles of Talent Development		3
<b>SCHs</b>			<b>15</b>
<b>Spring</b>		<b>TCCN</b>	
MGT 4013	Alternative Dispute Resolution		3
MGT 4333	Business Policy		3
MGT 4453	Legal Issues in Human Resource Management		3
MGT 5623	Compensation and Benefits		3
MGT 5613	Staffing		3
<b>SCHs</b>			<b>15</b>
<b>Total SCHs:</b>			<b>120</b>