

BACHELOR OF BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT

Web Site: <https://twu.edu/business/undergraduate-programs-college-of-business/bba-in-human-resource-management/>

Each day presents new challenges for human resources professionals who help organizations with recruitment, selection, employee relations, compensation, benefits, and training. The B.B.A. in Human Resource Management gives you the skills you need to oversee the complex aspects of an organization's most important asset, its employees. Our program also prepares you to pursue certification as a human resources professional through either the Society for Human Resources Management (SHRM) or Human Resource Certification Institute (HRCI). Additionally, SHRM has reviewed our program and it is aligned with SHRM's curriculum guidelines.

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

Marketable Skills

Defined by the Texas Higher Education Coordinating Board's 60x30 Strategic Plan (<https://reportcenter.highered.texas.gov/agency-publication/miscellaneous/the60x30-strategic-plan/>) as, "Those skills valued by employers that can be applied in a variety of work settings, including interpersonal, cognitive, and applied skills areas. These skills can be either primary or complementary to a major and are acquired by students through education, including curricular, co-curricular, and extracurricular activities."

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

All applicants must meet the general undergraduate admission requirements (<https://catalog.twu.edu/undergraduate/admission-information/>).

Degree Requirements

Total Semester Credit Hours (SCH): 120

Major: 63 SCH

Program Code: HUMANRESOURCES.BBA **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
Total SCHs		42

Courses Required for Major

Code	Title	SCHs
Business		
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 4103	Training and Development	3
MGT 4223	Human Behavior in Business Administration	3
MGT 4273	Management of Compensation	3
MGT 4293	International Human Resource Management	3
MGT 4303	Employment Staffing	3
MGT 4453	Legal Issues in Human Resource Management	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

Total SCHs **15**

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: 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
SCHs			16

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
SCHs			14

Second Year

Fall		TCCN	SCHs
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

SCHs **15**

Spring		TCCN	SCHs
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

SCHs **15**

Third Year

Fall		TCCN	SCHs
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

SCHs **15**

Spring		TCCN	SCHs
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

SCHs **15**

Fourth Year

Fall		TCCN	SCHs
MGT 3253	Labor Management Relationship		3
MGT 4103	Training and Development		3
MGT 4223	Human Behavior in Business Administration		3
MGT 4293	International Human Resource Management		3
MGT 4563	Operations Management		3

SCHs **15**

Spring		TCCN	SCHs
MGT 4013	Alternative Dispute Resolution		3
MGT 4273	Management of Compensation		3
MGT 4303	Employment Staffing		3
MGT 4333	Business Policy		3
MGT 4453	Legal Issues in Human Resource Management		3

SCHs **15**

Total SCHs: **120**