HUMAN RESOURCE MANAGEMENT - B.B.A.

College of Business Administration
Department of Management and Information Systems
www.kent.edu/business/mis

Contact Information
- Program Coordinator: O. Felix Offodile | foffodil@kent.edu | 330-672-1141
- Speak with an Advisor
- Chat with an Admissions Counselor

Fully Offered
- Kent Campus

Description
The Bachelor of Business Administration degree in Human Resource Management prepares students for leadership positions in human resource departments, including the ability to establish and advance organizational policies and guidelines and to utilize the tools and techniques for developing transformational work environments.

Students learn about employee relations; human resource planning; training and development; performance management; compensation and benefits; global human resource management; staffing, analyzing and designing jobs; strategic human resource management; human resource management analytics; and enterprise resource planning (ERP) systems. Graduates are prepared to become business leaders equipped with the ability to identify, analyze and solve complex human resource and management issues.

Human Resource Management students may apply early to the M.B.A. degree and double count 9 credit hours of graduate courses toward both degree programs. See the Combined Bachelor’s/Master’s Degree Program policy in the University Catalog for more information.

Accreditation
The Association to Advance Collegiate Schools of Business (AACSB), International

Admission Requirements
The university affirmatively strives to provide educational opportunities and access to students with varied backgrounds, those with special talents and adult students who graduated from high school three or more years ago.

Freshman Students on the Kent Campus: The freshman admission policy on the Kent Campus is selective. Admission decisions are based upon the following: cumulative grade point average, ACT and/or SAT scores, strength of high school college preparatory curriculum and grade trends. The Admissions Office at the Kent Campus may defer the admission of students who do not meet admissions criteria but who demonstrate areas of promise for successful college study. Deferred applicants may begin their college coursework at one of seven regional campuses of Kent State University. For more information on admissions, including additional requirements for some academic programs, visit the admissions website for first-year students.

Freshman Students on the Regional Campuses: Kent State campuses at Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull and Tuscarawas, as well as the Twinsburg Academic Center, have open enrollment admission for students who hold a high school diploma, GED or equivalent.

English Language Proficiency Requirements for International Students:
All international students must provide proof of English language proficiency (unless they meet specific exceptions) by earning a minimum 525 TOEFL score (71 on the Internet-based version), minimum 75 MELAB score, minimum 6.0 IELTS score, minimum 48 PTE score or minimum 100 DET score; or by completing the ESL level 112 Intensive Program. For more information on international admission, visit the Office of Global Education’s admission website.

Transfer, Transitioning and Former Students: For more information about admission criteria for transfer, transitioning and former students, please visit the admissions website.

Transfer Student: A minimum 2.500 overall GPA is required for admission into the College of Business Administration. Students who have previously attended Kent State and have completed COMM 15000, ENG 21011, MATH 11010 (or placement out of those courses) must have earned a minimum C grade in the course (or their equivalent).

Program Learning Outcomes
Graduates of the program will be able to:
1. Demonstrate effective human resource management and leadership ability when presented with a human resource-related dilemma or opportunity.
2. Demonstrate understanding of the roles of analytics and ERP systems in making human resource management business decisions.
3. Identify and analyze global human resource concerns that affect business decisions.
4. Create and communicate value for all stakeholders in the organization.
5. Demonstrate knowledge of legal issues related to human resource management.

Graduates of all Bachelor of Business Administration programs will be able to:
1. Recall strategic frameworks that are used to make business decisions.
2. Perform basic calculations using quantitative tools that are used to support business decisions.
3. Articulate and deliberate their ideas in writing.
4. Articulate and deliberate their ideas orally.
5. Identify ethical dilemmas and stakeholders.
6. Recommend alternatives and consequences and choose a reasoned conclusion from the alternatives given.
7. Identify global factors in making a business decision.
8. Analyze global factors in making a business decision.
University Requirements

All students in a bachelor's degree program at Kent State University must complete the following university requirements for graduation.

**NOTE:** University requirements may be fulfilled in this program by specific course requirements. Please see Program Requirements for details.

Destination Kent State: First Year Experience 1

- Course is not required for students with 25 transfer credits, excluding College Credit Plus, or age 21+ at time of admission.

Diversity Domestic/Global (DIVD/DIVG) 2 courses

- Students must successfully complete one domestic and one global course, of which one must be from the Kent Core.

Experiential Learning Requirement (ELR) varies

- Students must successfully complete one course or approved experience.

Kent Core (see table below) 36-37

- Kent Core Basic Sciences (KBS/KLAB) (must include one laboratory)
- Kent Core Social Sciences (KSS) (must be from two disciplines)
- Kent Core Humanities and Fine Arts (KHUM/KFA) (min one course from each)
- Kent Core Mathematics and Critical Reasoning (KMCR)
- Kent Core Composition (KCMP)

Upper-Division Requirement 39 (or 42)

- Students must successfully complete 39 upper-division (numbered 30000 to 49999) credit hours to graduate. Students in a B.A. and/or B.S. degree in the College of Arts and Sciences must complete 42 upper-division credit hours.

Total Credit Hour Requirement 120

- Some bachelor's degrees require students to complete more than 120 credit hours.

Kent Core Composition (KCMP) 6

- Kent Core Mathematics and Critical Reasoning (KMCR) 3
- Kent Core Humanities and Fine Arts (KHUM/KFA) (min one course from each) 9
- Kent Core Social Sciences (KSS) (must be from two disciplines) 6
- Kent Core Basic Sciences (KBS/KLAB) (must include one laboratory) 6-7
- Kent Core Additional (KADL) 6

Total Credit Hours: 36-37

Program Requirements

**Major Requirements**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM 34180</td>
<td>HUMAN RESOURCE MANAGEMENT (min C grade) 1</td>
<td>3</td>
</tr>
<tr>
<td>HRM 44183</td>
<td>DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS</td>
<td>3</td>
</tr>
<tr>
<td>HRM 44185</td>
<td>STAFFING HUMAN RESOURCES</td>
<td>3</td>
</tr>
<tr>
<td>HRM 44445</td>
<td>GLOBAL HUMAN RESOURCE MANAGEMENT (WIC) 2</td>
<td>3</td>
</tr>
<tr>
<td>HRM 44492</td>
<td>BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR) 3</td>
<td>3</td>
</tr>
<tr>
<td>or HRM 44499</td>
<td>HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR)</td>
<td>3</td>
</tr>
<tr>
<td>HRM 44660</td>
<td>PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS</td>
<td>3</td>
</tr>
<tr>
<td>HRM 44763</td>
<td>HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 34185</td>
<td>INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS</td>
<td>3</td>
</tr>
</tbody>
</table>

Major Elective, choose from the following:

- HRM 34092 PRACTICUM CAREER DEVELOPMENT (ELR) 6
- HRM 34189 INTERNATIONAL EXPERIENCE IN HUMAN RESOURCE MANAGEMENT
- HRM 44091 SEMINAR IN HUMAN RESOURCE MANAGEMENT
- HRM 44492 BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR) 3
- or HRM 44499 HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR) 3
- MGMT 34164 ORGANIZATIONAL MENTORING
- MGMT 34165 DYNAMICS OF LEADERSHIP
- MGMT 34175 LEARNING TO LEAD

**Additional Requirements (courses do not count in major GPA)**

- ACCT 23020 INTRODUCTION TO FINANCIAL ACCOUNTING 3
- ACCT 23021 INTRODUCTION TO MANAGERIAL ACCOUNTING 3
- BUS 10123 EXPLORING BUSINESS 4 3
- BUS 30062 ADVANCED PROFESSIONAL DEVELOPMENT 3
- CIS 24053 INTRODUCTION TO COMPUTER APPLICATIONS 3
- COMM 15000 INTRODUCTION TO HUMAN COMMUNICATION (KADL) (min C grade) 3
- ECON 22060 PRINCIPLES OF MICROECONOMICS (KSS) 3
- ECON 22061 PRINCIPLES OF MACROECONOMICS (KSS) 3
- FIN 26074 LEGAL ENVIRONMENT OF BUSINESS 3
- FIN 36053 BUSINESS FINANCE 3
- MATH 11010 ALGEBRA FOR CALCULUS (KMCR) (min C grade) 3
- MATH 11012 INTUITIVE CALCULUS (KMCR) 3
- or MATH 12002 ANALYTIC GEOMETRY AND CALCULUS I (KMCR) 3
- MGMT 24056 BUSINESS ANALYTICS 5 3
- MGMT 24163 PRINCIPLES OF MANAGEMENT 3
- MGMT 34060 OPERATIONS MANAGEMENT 3
- MGMT 44285 INTEGRATED BUSINESS POLICY AND STRATEGY 3
- MKTG 25010 PRINCIPLES OF MARKETING 3
- UC 10097 DESTINATION KENT STATE: FIRST YEAR EXPERIENCE 1
- UC 10162 INTRODUCTION TO PROFESSIONAL DEVELOPMENT 1

Kent Core Composition (min C grade) 6

- Kent Core Humanities and Fine Arts (minimum one course from each) 9
- Kent Core Social Sciences 3
- Kent Core Basic Sciences (must include one laboratory) 6-7

General Electives (total credit hours depends on earning 120 credit hours including 39 upper-division credit hours) 7

Minimum Total Credit Hours: 120

1 Students who complete BMRT 31006 as an associate degree student or at a Kent State regional campus may substitute it for HRM 34180.
2 A minimum C grade is required to fulfill the writing intensive requirement.
3 Course used to fulfill Major Requirements may not be used to fulfill Major Elective requirements.
A student changing to the College of Business Administration or transferring may be waived out of BUS 10123 if:

- 30 or more credit hours have been earned and any two classes (from ACCT 23020, ACCT 23021, FIN 26074, MGMT 24163, MKTG 25010 or CIS 24053) have successfully been completed.
- 60 or more credit hours have been earned and the student has successfully completed one course (from ACCT 23020, ACCT 23021, FIN 26074, MGMT 24163, MKTG 25010 or CIS 24053).
- At the discretion of the college dean’s office, the student has sufficient breadth and depth of knowledge in a business field (as demonstrated by a CLEP score or Credit by Exam) but does not meet the requirements listed above.

Students who have taken MATH 10041 for another program may use it as a substitute for MGMT 24056.

Minimum C grade in ENG 21011 or HONR 20197.

Maximum 4 credit hours of Physical Activity, Wellness and Sport (PWS) courses allowed.

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**Progression Requirements**

- Minimum 2.500 overall GPA
- Minimum C grade COMM 15000, ENG 21011, HRM 34180 and MATH 11010.

**Graduation Requirements**

<table>
<thead>
<tr>
<th>Minimum Major GPA</th>
<th>Minimum Overall GPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.500</td>
<td>2.500</td>
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</tbody>
</table>

- Students must complete at least 50 percent of business credit hours (required for the business degree) in-residence on a Kent State University campus.
- Students must complete two measures of outcomes assessment as specified by the College of Business Administration for complete satisfaction of the B.B.A. degree.
- Maximum 4 credit hours of Physical Activity, Wellness and Sport (PWS) courses may be applied toward the degree program.
# Roadmap

This roadmap is a recommended semester-by-semester plan of study for this major. However, courses designated as critical (!) must be completed in the semester listed to ensure a timely graduation.

## Semester One

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
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<tbody>
<tr>
<td>BUS 10123</td>
<td>EXPLORING BUSINESS</td>
<td>3</td>
</tr>
<tr>
<td>COMM 15000</td>
<td>INTRODUCTION TO HUMAN COMMUNICATION (KADL)</td>
<td>3</td>
</tr>
<tr>
<td>MATH 11010</td>
<td>ALGEBRA FOR CALCULUS (KMCR)</td>
<td>3</td>
</tr>
<tr>
<td>UC 10097</td>
<td>DESTINATION KENT STATE: FIRST YEAR EXPERIENCE</td>
<td>1</td>
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</tbody>
</table>

**Kent Core Composition**: 3

**Kent Core Humanities or Fine Arts**: 3

**Credit Hours**: 16

## Semester Two

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
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<tr>
<td>CIS 24053</td>
<td>INTRODUCTION TO COMPUTER APPLICATIONS</td>
<td>3</td>
</tr>
<tr>
<td>ECON 22060</td>
<td>PRINCIPLES OF MICROECONOMICS (KSS)</td>
<td>3</td>
</tr>
<tr>
<td>MATH 11012</td>
<td>INTUITIVE CALCULUS (KMCR)</td>
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</tr>
<tr>
<td>or MATH 12002</td>
<td>ANALYTIC GEOMETRY AND CALCULUS I (KMCR)</td>
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<tr>
<td>UC 10162</td>
<td>INTRODUCTION TO PROFESSIONAL DEVELOPMENT</td>
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**Kent Core Composition**: 3

**Kent Core Fine Arts**: 3

**Credit Hours**: 16

## Semester Three

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
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<tbody>
<tr>
<td>ACCT 23020</td>
<td>INTRODUCTION TO FINANCIAL ACCOUNTING</td>
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</tr>
<tr>
<td>ECON 22061</td>
<td>PRINCIPLES OF MACROECONOMICS (KSS)</td>
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<tr>
<td>FIN 25074</td>
<td>LEGAL ENVIRONMENT OF BUSINESS</td>
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<tr>
<td>MGMT 24163</td>
<td>PRINCIPLES OF MANAGEMENT</td>
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**Kent Core Basic Sciences**: 3

**Credit Hours**: 15

## Semester Four

<table>
<thead>
<tr>
<th>Course Code</th>
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<tbody>
<tr>
<td>ACCT 23021</td>
<td>INTRODUCTION TO MANAGERIAL ACCOUNTING</td>
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<tr>
<td>BUS 30062</td>
<td>ADVANCED PROFESSIONAL DEVELOPMENT</td>
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<tr>
<td>MGMT 24056</td>
<td>BUSINESS ANALYTICS I</td>
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</tr>
<tr>
<td>MKTG 25010</td>
<td>PRINCIPLES OF MARKETING</td>
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</table>

**Kent Core Humanities**: 3

**Credit Hours**: 15

## Semester Five

Required for progression in the major: minimum 2.500 overall GPA, minimum C grade in COMM 15000, ENG 21011, MATH 11010 and HRM 34180.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIN 36053</td>
<td>BUSINESS FINANCE</td>
<td>3</td>
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<tr>
<td>HRM 34180</td>
<td>HUMAN RESOURCE MANAGEMENT</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 34060</td>
<td>OPERATIONS MANAGEMENT</td>
<td>3</td>
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</table>

**Kent Core Basic Sciences**: 3

**Kent Core Social Sciences**: 3

**Credit Hours**: 15

## Semester Six

Required: minimum overall 2.500 GPA

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM 44763</td>
<td>HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 34185</td>
<td>INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS</td>
<td>3</td>
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</tbody>
</table>

**Major Elective**: 3

**Credit Hours**: 15

## Semester Seven

Required: minimum overall 2.500 GPA

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>HRM 44183</td>
<td>DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS</td>
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</tr>
<tr>
<td>HRM 44185</td>
<td>STAFFING HUMAN RESOURCES</td>
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</tr>
<tr>
<td>HRM 44660</td>
<td>PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS</td>
<td>3</td>
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</table>

**Major Elective**: 3

**General Elective**: 3

**Credit Hours**: 15

## Semester Eight

Required: minimum overall 2.500 GPA and completion of the Assurance of Learning Assessment given in MGMT 44285.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Name</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRM 44445</td>
<td>GLOBAL HUMAN RESOURCE MANAGEMENT (WIC)</td>
<td>3</td>
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<tr>
<td>HRM 44492</td>
<td>BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR)</td>
<td>3</td>
</tr>
<tr>
<td>or HRM 44499</td>
<td>or HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR)</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 44285</td>
<td>INTEGRATED BUSINESS POLICY AND STRATEGY</td>
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</table>

**General Electives**: 4

**Credit Hours**: 13

**Minimum Total Credit Hours**: 120