

HUMAN RESOURCE MANAGEMENT - B.B.A.

College of Business Administration

Department of Management and Information Systems
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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.

Fully Offered At:

- Kent Campus

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 new freshmen.

Freshman Students on the Regional Campuses: Kent State campuses at Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull and Tuscarawas, as well as the Regional Academic Center in Twinsburg, 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 or minimum 48 PTE 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. Use human resource analytics and/or ERP systems to create budgets, ensure equal employment opportunity compliance by preparing required reports to local, state and federal agencies; prepare cost/benefit analyses of human resource management initiatives; forecast need for additional human resources; analyze compensation systems; and administer benefits.
3. Identify and analyze global human resource concerns that affect business decisions.
4. Analyze, interpret and use data to solve problems and make decisions.
5. Create and communicate value for all stakeholders in the organization.

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
Writing-Intensive Course (WIC)	1 course
Students must earn a minimum C grade in the course.	
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 Requirements

Kent Core Composition (KCOMP)	6
Kent Core Mathematics and Critical Reasoning (KMCR)	3
Kent Core Humanities and Fine Arts (KHUM/KFA) (min one course 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

[BBA-HRM]

Code	Title	Credit Hours
Major Requirements (courses count in major GPA)		
MIS 34180	HUMAN RESOURCE MANAGEMENT (min C grade) ¹	3
MIS 34185	INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS	3
MIS 44183	DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS	3
MIS 44185	STAFFING HUMAN RESOURCES	3
MIS 44445	GLOBAL HUMAN RESOURCE MANAGEMENT (WIC) ²	3
MIS 44492	BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR)	3
MIS 44499	HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS	3
MIS 44660	PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS	3
MIS 44763	HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS	3
Major Elective, choose from the following:		
MIS 34092	PRACTICUM IN CAREER DEVELOPMENT (ELR)	3
MIS 34164	ORGANIZATIONAL MENTORING	3
MIS 34165	DYNAMICS OF LEADERSHIP	3
MIS 34175	LEARNING TO LEAD	3
MIS 34187	INTERNATIONAL EXPERIENCE IN HUMAN RESOURCE MANAGEMENT	3
MIS 44091	SEMINAR IN HUMAN RESOURCE MANAGEMENT	3
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 ³	3
BUS 30062	ADVANCED PROFESSIONAL DEVELOPMENT	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
MIS 24053	INTRODUCTION TO COMPUTER APPLICATIONS	3
MIS 24056	BUSINESS ANALYTICS I ⁴	3
MIS 24163	PRINCIPLES OF MANAGEMENT	3
MIS 34060	OPERATIONS MANAGEMENT	3
MIS 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) ⁵		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) ⁶		13
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 MIS 34180.

² A minimum C grade is required to fulfill the writing intensive requirement.

³ 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, MIS 24163, MKTG 25010 or MIS 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, MIS 24163, MKTG 25010 or MIS 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.

⁴ Students who have taken MATH 10041 for another program may use it as a substitute for MIS 24056.

⁵ Minimum C grade in ENG 21011 or HONR 20197.

⁶ Maximum 4 credit hours of Physical Activity, Wellness and Sport (PWS) courses allowed.

Progression Requirements

To progress in the Human Resource Management major, students must earn a minimum 2.500 overall GPA and minimum C grade in required courses COMM 15000, ENG 21011, MATH 11010 and MIS 34180.

Graduation Requirements

Minimum Major GPA	Minimum Overall GPA
2.500	2.500

The following will not be applied toward the degree program:

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

General Degree Requirement for a Bachelor of Business Administration

1. Students must complete at least 50 percent of business credit hours (required for the business degree) in-residence on a Kent State University campus.
2. To earn a College of Business Administration minor, students must complete at least 50 percent of the total required credit hours for the minor at Kent State University, at least 6 credit hours in the minor must be at the upper division (30-40000 level), and at least 6 credit hours in the minor must be different from courses in the student's major and minor(s). Students may not pursue a minor and major in the same discipline.
3. A minimum 2.500 GPA must be earned for all work carried at Kent State University for the accounting, business management, computer information systems, finance, general business, human resource management, managerial marketing and marketing majors. The economics and entrepreneurship majors require a minimum cumulative 2.250 GPA. A minimum 2.500 GPA must be earned in the major field (which includes all major requirements and major electives for the accounting, business management, computer information systems, finance, general business, human resource management, managerial marketing and marketing majors). The economics and entrepreneurship majors require a 2.250 major GPA.
4. Students must complete two measures of outcomes assessment as specified by the College of Business Administration for complete satisfaction of the B.B.A.

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.

Course	Title	Credits
Semester One		
BUS 10123	EXPLORING BUSINESS	3
COMM 15000	INTRODUCTION TO HUMAN COMMUNICATION (KADL)	3
MATH 11010	ALGEBRA FOR CALCULUS (KMCR)	3
UC 10097	DESTINATION KENT STATE: FIRST YEAR EXPERIENCE	1
Kent Core Composition		3
Kent Core Humanities or Fine Arts		3
Credit Hours		16
Semester Two		
ECON 22060	PRINCIPLES OF MICROECONOMICS (KSS)	3
MATH 11012	INTUITIVE CALCULUS (KMCR)	3
or	or ANALYTIC GEOMETRY AND CALCULUS I	
MATH 12002	(KMCR)	
MIS 24053	INTRODUCTION TO COMPUTER APPLICATIONS	3
UC 10162	INTRODUCTION TO PROFESSIONAL DEVELOPMENT	1
Kent Core Composition		3
Kent Core Fine Arts		3
Credit Hours		16
Semester Three		
ACCT 23020	INTRODUCTION TO FINANCIAL ACCOUNTING	3
ECON 22061	PRINCIPLES OF MACROECONOMICS (KSS)	3
FIN 26074	LEGAL ENVIRONMENT OF BUSINESS	3
! MIS 24163	PRINCIPLES OF MANAGEMENT	3
Kent Core Basic Sciences		3
Credit Hours		15
Semester Four		
ACCT 23021	INTRODUCTION TO MANAGERIAL ACCOUNTING	3
MIS 24056	BUSINESS ANALYTICS I	3
MKTG 25010	PRINCIPLES OF MARKETING	3
Kent Core Basic Sciences		3
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 MIS 34180.		
BUS 30062	ADVANCED PROFESSIONAL DEVELOPMENT	3
FIN 36053	BUSINESS FINANCE	3
MIS 34060	OPERATIONS MANAGEMENT	3
! MIS 34180	HUMAN RESOURCE MANAGEMENT	3
Kent Core Social Sciences		3
Credit Hours		15
Semester Six		
Required: minimum overall 2.500 GPA		
MIS 34185	INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS	3
MIS 44763	HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS	3
Major Elective		3

General Electives		6
Credit Hours		15
Semester Seven		
Required: minimum overall 2.500 GPA		
MIS 44183	DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS	3
MIS 44185	STAFFING HUMAN RESOURCES	3
MIS 44499	HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS	3
MIS 44660	PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS	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 MIS 44285.		
MIS 44285	INTEGRATED BUSINESS POLICY AND STRATEGY	3
MIS 44445	GLOBAL HUMAN RESOURCE MANAGEMENT (WIC)	3
MIS 44492	BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR)	3
General Electives		4
Credit Hours		13
Minimum Total Credit Hours:		120