HUMAN RESOURCE MANAGEMENT - B.B.A.

Ambassador Crawford College of Business and Entrepreneurship
Department of Management
www.kent.edu/business

About This Program

Develop your skills for a career in HR with Kent State's B.B.A. in Human Resource Management. Gain practical experience and theoretical knowledge to excel in the dynamic field of HR. Enroll now and take the first step towards a fulfilling career. More info...

Contact Information

- Interim Department Chair: **Steven A. Dennis** | sdenni14@kent.edu | 330-672-2426
- Speak with an Advisor
- Chat with an Admissions Counselor

Program Delivery

- **Delivery:**
  - In person
- **Location:**
  - Kent Campus

Examples of Possible Careers and Salaries*

Compensation and benefits managers

- 2.5% slower than the average
- 18,000 number of jobs
- $125,130 potential earnings

Compliance officers

- 4.6% about as fast as the average
- 337,600 number of jobs
- $71,100 potential earnings

Human resources assistants, except payroll and timekeeping

- -5.0% decline
- 123,900 number of jobs
- $43,250 potential earnings

Human resources managers

- 6.3% faster than the average
- 165,200 number of jobs
- $121,220 potential earnings

Training and development managers

- 7.3% faster than the average
- 42,300 number of jobs
- $115,640 potential earnings

* Source of occupation titles and labor data comes from the U.S. Bureau of Labor Statistics' Occupational Outlook Handbook. Data comprises projected percent change in employment over the next 10 years; nation-wide employment numbers; and the yearly median wage at which half of the workers in the occupation earned more than that amount and half earned less.

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.

First-Year Students on the Kent Campus: First-year admission policy on the Kent Campus is selective. Admission decisions are based upon cumulative grade point average, strength of high school college preparatory curriculum and grade trends. Students not admissible to the Kent Campus may be administratively referred to one of the seven regional campuses to begin their college coursework. For more information, visit the admissions website for first-year students.

First-Year Students on the Regional Campuses: First-year admission to Kent State's campuses at Ashtabula, East Liverpool, Geauga, Salem, Stark, Trumbull and Tuscarawas, as well as the Twinsburg Academic Center, is open to anyone with a high school diploma or its equivalent. For more information on admissions, contact the Regional Campuses admissions offices.

International Students: All international students must provide proof of English language proficiency unless they meet specific exceptions. For more information, visit the admissions website for international students.

Transfer Students: Students who have attended any other educational institution after graduating from high school must apply as undergraduate transfer students. For more information, visit the admissions website for transfer students.

Former Students: Former Kent State students or graduates who have not attended another college or university since Kent State may complete the reenrollment or reinstatement form on the University Registrar's website.

Admission policies for undergraduate students may be found in the University Catalog.

Some programs may require that students meet certain requirements before progressing through the program. For programs with progression requirements, the information is shown on the Coursework tab.

Transfer Student: A minimum 2.500 overall GPA (effective spring 2023, a minimum 2.000 overall GPA) is required for admission into the program. Students who have previously attended Kent State and have completed COMM 15000, ENG 21011 and MATH 11010 (or placement out of those courses) must have earned a minimum C grade in the course (or their equivalent).

Program Requirements

Major Requirements

Code	Title	Credit Hours
Major Requirements (courses count in major GPA)		
HRM 34180	HUMAN RESOURCE MANAGEMENT (min C grade)	3
HRM 44183	DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS (min C grade)	3
HRM 44185	STAFFING HUMAN RESOURCES (min C grade)	3
HRM 44445	GLOBAL HUMAN RESOURCE MANAGEMENT (WIC) (min C grade) [1]	3
HRM 44492	BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR) (min C grade in either course)	3
or HRM 44499	HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR)	
HRM 44660	PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS (min C grade)	3
HRM 44763	HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS (min C grade)	3
MGMT 34185	INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS (min C grade)	3
Major Electives, choose from the following: (min C grade)		6
HRM 34189	INTERNATIONAL EXPERIENCE IN HUMAN RESOURCE MANAGEMENT (ELR)	
HRM 44091	SEMINAR IN HUMAN RESOURCE MANAGEMENT	
HRM 44492	BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR) [2]	
or HRM 44499	HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR)	
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
BA 24056	BUSINESS ANALYTICS I [4]	3
BA 34060	OPERATIONS MANAGEMENT	3
BUS 10123	EXPLORING BUSINESS [3]	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)	
MGMT 24163	PRINCIPLES OF MANAGEMENT	3
MGMT 44285	INTEGRATED BUSINESS POLICY AND STRATEGY	3
MKTG 25010	PRINCIPLES OF MARKETING	3
UC 10001	FLASHES 101	1
UC 10162	INTRODUCTION TO PROFESSIONAL DEVELOPMENT	1
Kent Core Composition [5]		6
Kent Core Humanities and Fine Arts (minimum one course from each)		9
Kent Core Social Sciences (must be from two disciplines)		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] A minimum C grade is required to fulfill the writing intensive requirement.

[2] Course used to fulfill a major requirement may not be used to also fulfill a major elective.

[3] Student changing their program to one in the college, transferring, or an incoming student with college credit plus credits, 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.

[4] Students who have taken MATH 10041 for another program may use it as a substitute for BA 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

- Minimum 2.000 overall GPA
- Minimum C grade in COMM 15000, ENG 21011, HRM 34180 and MATH 11010.
- Minimum C grade in all major requirements.

Graduation Requirements

Minimum Major GPA	Minimum Overall GPA
2.000	2.000

- 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 at least 50 percent of their major credit hours in residence on a Kent State University campus.
- Students must complete two measures of outcomes assessment as specified by the college 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

		Credits
BUS 10123	EXPLORING BUSINESS	3
COMM 15000	INTRODUCTION TO HUMAN COMMUNICATION (KADL)	3
MATH 11010	ALGEBRA FOR CALCULUS (KMCR)	3
UC 10001	FLASHES 101	1
Kent Core Humanities or Fine Arts		3
Kent Core Composition		3
	Credit Hours	**16**

Semester Two

CIS 24053	INTRODUCTION TO COMPUTER APPLICATIONS	3
ECON 22060	PRINCIPLES OF MICROECONOMICS (KSS)	3
MATH 11012 or MATH 12002	INTUITIVE CALCULUS (KMCR) or ANALYTIC GEOMETRY AND CALCULUS I (KMCR)	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
MGMT 24163	PRINCIPLES OF MANAGEMENT	3
Kent Core Basic Sciences		3
	Credit Hours	**15**

Semester Four

ACCT 23021	INTRODUCTION TO MANAGERIAL ACCOUNTING	3
BA 24056	BUSINESS ANALYTICS I	3
BUS 30062	ADVANCED PROFESSIONAL DEVELOPMENT	3
MKTG 25010	PRINCIPLES OF MARKETING	3
Kent Core Humanities		3
	Credit Hours	**15**

Semester Five

Required for progression in the major: minimum 2.000 overall GPA, minimum C grade in COMM 15000, ENG 21011, MATH 11010 and HRM 34180.

FIN 36053	BUSINESS FINANCE	3
HRM 34180	HUMAN RESOURCE MANAGEMENT	3
BA 34060	OPERATIONS MANAGEMENT	3
Kent Core Basic Sciences		3
Kent Core Social Sciences		3
	Credit Hours	**15**

Semester Six

Required: minimum overall 2.000 GPA

HRM 44763	HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS	3
MGMT 34185	INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS	3
Major Elective		3
General Electives		6
	Credit Hours	**15**

Semester Seven

Required: minimum overall 2.000 GPA

HRM 44183	DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS	3
HRM 44185	STAFFING HUMAN RESOURCES	3
HRM 44660	PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS	3
Major Elective		3
General Elective		3
	Credit Hours	**15**

Semester Eight

Required: minimum overall 2.000 GPA and completion of the Assurance of Learning Assessment given in MGMT 44285.

HRM 44445	GLOBAL HUMAN RESOURCE MANAGEMENT (WIC)	3
HRM 44492 or HRM 44499	BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR) or HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR)	3
MGMT 44285	INTEGRATED BUSINESS POLICY AND STRATEGY	3
General Electives		4
	Credit Hours	**13**
	Minimum Total Credit Hours:	**120**

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.

Flashes 101 (UC 10001)	1 credit hour
Course is not required for students with 30+ 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 credit hours
Writing-Intensive Course (WIC)	1 course
Students must earn a minimum C grade in the course.	
Upper-Division Requirement	39 credit hours
Students must successfully complete 39 upper-division (numbered 30000 to 49999) credit hours to graduate.	
Total Credit Hour Requirement	120 credit hours

Kent Core Requirements

Kent Core Composition (KCMP)	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 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.

Students earning a B.B.A. degree in Ambassador Crawford College of Business and Entrepreneurship are expected to have developed skills in the following critical areas of business:

1. Core Business Knowledge - Recall the strategic frameworks that are used to make business decisions.
2. Analytical Skills - Use analytical methodologies and critical thinking skills to evaluate and solve business problems.
3. Digital Technology – Demonstrate the technological skills necessary to analyze business problems and develop solutions.
4. Written Communication - Write effective business communications.
5. Oral Communication - Make effective business presentations, using appropriate technologies.
6. Teamwork – Collaborate effectively with others to achieve a common business purpose.
7. Business Ethics – Recognize ethical business dilemmas and use ethical decision making to resolve the dilemma.
8. Global - Analyze the key global factors when making business decisions.

Full 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.