



Twin Cities Campus

Human Resources and Industrial Relations B.S.B.

Industrial Relations Center

Curtis L. Carlson School of Management

- Program Type: Baccalaureate
- Requirements for this program are current for Spring 2012
- Required credits to graduate with this degree: 120
- Required credits within the major: 72
- Degree: Bachelor of Science in Business

The human resources and industrial relations (HRIR) major prepares graduates for positions involving the recruitment and/or selection of new employees, identification of training needs among new and current workers, the functional operation of compensation systems and benefits packages, and the management of employee relations programs where workers are represented by trade unions. Human resource specialists have progressed from record keepers to strategic partners in the areas of finance and marketing as organizations recognize the importance of qualified people to their success. Today businesses compete as much based on human capital as they do on physical capital.

Program Delivery

This program is available:

- via classroom (the majority of instruction is face-to-face)

Admission Requirements

Freshman and transfer students are usually admitted to pre-major status before admission to this major

A GPA above 2.0 is preferred for the following:

- 3.00 transferring from another University of Minnesota college
- 3.00 transferring from outside the University

Students in the school have no restrictions on declaring the major but must complete the tool courses before starting the major. Students from outside of the school must meet overall admission standards to enter this major, including completion of the tool courses. Students entering as sophomores should complete microeconomics, macroeconomics and calculus prior to transfer. Students entering as juniors should complete microeconomics, macroeconomics, calculus, statistics, and accounting prior to transfer.

For information about University of Minnesota admission requirements, visit the [Office of Admissions website](#).

Required prerequisites

Tool Courses

- ECON 1101 - Principles of Microeconomics [SOCS, GP] (4.0 cr)
or APEC 1101 - Principles of Microeconomics [SOCS, GP] (4.0 cr)
or ECON 1101H *{Inactive}* (4.0 cr)
or ECON 1104 *{Inactive}* (4.0 cr)
or APEC 1101H - Principles of Microeconomics [SOCS, GP] (4.0 cr)
- ECON 1102 - Principles of Macroeconomics (4.0 cr)
or APEC 1102 - Principles of Macroeconomics (3.0 cr)
or ECON 1105 *{Inactive}* (4.0 cr)
- MATH 1142 - Short Calculus [MATH] (4.0 cr)
or MATH 1271 - Calculus I [MATH] (4.0 cr)
or MATH 1571H - Honors Calculus I [MATH] (4.0 cr)
or MATH 1572H - Honors Calculus II (4.0 cr)
- BA 2551 - Business Statistics in R [MATH] (4.0 cr)
or SCO 2550H *{Inactive}* (4.0 cr)
- ACCT 2051 - Introduction to Financial Reporting (4.0 cr)
or ACCT 2051H - Honors: Introduction to Financial Reporting (4.0 cr)

General Requirements

All students are required to complete general University and college requirements including writing and liberal education courses. For more information about University-wide requirements, see the [liberal education requirements](#). Required courses for the major or minor in which a student receives a D grade (with or without plus or minus) do not count toward the major or minor (including transfer courses).



Program Requirements

Lower Division Requirements

Students entering the program as freshmen or sophomores take MGMT 1001. Students who transfer in as juniors complete MGMT 3001 instead.

PSY 1001 - Introduction to Psychology [SOCS] (4.0 cr)
BA 2021 - Design Your Career (1.0 cr)
BA 1011 - Leading Self & Teams (2.0 cr)
or MGMT 3001 - Fundamentals of Management (3.0 cr)

Immersion Core

Students complete the Immersion Core as a cohort.

FINA 3001 - Finance Fundamentals (3.0 cr)
MKTG 3001 - Principles of Marketing (3.0 cr)
SCO 3001 - Sustainable Supply Chain and Operations (3.0 cr)
MGMT 3004 - Strategic Management (3.0 cr)

Additional Core Requirements

ACCT 3001 - Strategic Management Accounting (3.0 cr)
HRIR 3021 - Human Capital Management (3.0 cr)
IDSC 3001 - Information Systems & Digital Transformation [TS] (3.0 cr)
BA 3033W - Business Communication [WI] (3.0 cr)
or MGMT 3033V *{Inactive}*[WI] (3.0 cr)

Major Courses

HRIR 3031 - Staffing and Selection: Strategic and Operational Concerns (2.0 cr)
MGMT 3041 - The Individual and the Organization (2.0 cr)
HRIR 3051 - Compensation: Theory and Practice (2.0 cr)
HRIR 3071 - Union Organizing and Labor Relations (2.0 cr)
HRIR 4801W - HRIR Capstone: Personal and Organizational Leadership [WI] (4.0 cr)

Electives

Take 8 or more credit(s) from the following:

- HRIR 3032 - Training and Development (2.0 cr)
- MGMT 3042 - Organizational Behavior: Groups and Teams (2.0 cr)
- HRIR 3072 - Collective Bargaining and Dispute Resolution (2.0 cr)
- HRIR 5021 *{Inactive}*(4.0 cr)
- HRIR 5222 - Creating and Managing Diversity and Inclusion (2.0 cr)
- HRIR 5252 - Employment and Labor Law for the HRIR Professional (2.0 cr)
- HRIR 5225 *{Inactive}*(2.0 cr)
- HRIR 5026 *{Inactive}*(2.0 cr)
- HRIR 5654 *{Inactive}*(2.0 cr)
- HRIR 5655 - Public Policies on Work and Pay (3.0 cr)
- HRIR 5662 - Personnel Economics (2.0 cr)
- HRIR 5000 - Topics in HRIR (2.0 cr)
- INS 4101 - Employee Benefits (2.0 cr)

International Experience

Students must complete an international experience as part of the program requirements. Short-term or semester-length programs may be used to meet this requirement. Students participate in International Experience (IE) 101 early in their program to begin planning.

Program Sub-plans

A sub-plan is not required for this program.

Honors UHP

This is an honors sub-plan.

Students admitted to the University Honors Program (UHP) must fulfill UHP requirements in addition to degree program requirements. Honors courses used to fulfill degree program requirements will also fulfill UHP requirements.

Current departmental honors course offerings are listed at:

http://www.honors.umn.edu/academics/curriculum/dept_courses_current.html



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Honors students complete an honors thesis project in the final year, most often in conjunction with an honors thesis course, or with an honors directed studies or honors directed research course. Students select honors courses and plan for a thesis project in consultation with their UHP adviser and their departmental faculty adviser.