***Twin Cities Campus***

# Human Resources and Industrial Relations B.S.B.

*CSOM Work & Organizations*

**Curtis L. Carlson School of Management**

- Program Type: Baccalaureate
- Requirements for this program are current for Spring 2020
- Required credits to graduate with this degree: 120
- Required credits within the major: 73 to 78
- Degree: Bachelor of Science in Business

Human Resource Management is the business function concerned with acquiring, training, compensating, and maintaining the human component of the enterprise. The human resource function involves the identification of the human skill, which combined with the business physical capital, ensures the ongoing success of the venture.

Human resource specialists have moved from being concerned only with record-keeping to being strategic partners as organizations recognize the crucial importance of talents 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 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 five tool courses before continuing with the major requirements. Students from outside of the school must meet overall admission standards to enter this major, including completion of microeconomics, macroeconomics, and calculus prior to admission. Transfer students will also need to complete statistics and financial accounting before starting on the major coursework but may do so after admission.

For information about University of Minnesota admission requirements, visit the Office of Admissions website.

**Required prerequisites**

**Tool Courses**

**Microeconomics**

ECON 1101 - Principles of Microeconomics [SOCS, GP] (4.0 cr)
*or* APEC 1101 - Principles of Microeconomics [SOCS, GP] (4.0 cr)
*or* APEC 1101H - Principles of Microeconomics [SOCS, GP] (4.0 cr)

**Macroeconomics**

ECON 1102 - Principles of Macroeconomics (4.0 cr)
*or* APEC 1102 - Principles of Macroeconomics (3.0 cr)
*or* APEC 1102H *{Inactive}*(4.0 cr)

**Calculus**

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 1371 - CSE Calculus I [MATH] (4.0 cr)

**Accounting**

ACCT 2051 - Introduction to Financial Reporting (4.0 cr)
*or* ACCT 2051H - Honors: Introduction to Financial Reporting (4.0 cr)

**Statistics**

BA 2551 - Business Statistics in R [MATH] (4.0 cr)
*or* STAT 3011 - Introduction to Statistical Analysis [MATH] (4.0 cr)
*or* STAT 3021 - Introduction to Probability and Statistics (3.0 cr)
*or* STAT 3022 - Data Analysis (4.0 cr)
*or* PSY 3801 - Introduction to Psychological Measurement and Data Analysis [MATH] (4.0 cr)
*or* SOC 3811 - Social Statistics [MATH] (4.0 cr)

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*or* IE 3521 - Statistics, Quality, and Reliability (4.0 cr)
*or* EE 3025 - Statistical Methods in Electrical and Computer Engineering (3.0 cr)
*or* CEGE 3102 - Uncertainty and Decision Analysis (3.0 cr)
*or* ANSC 3011 - Statistics for Animal Science (4.0 cr)
*or* STAT 4101 - Theory of Statistics I (4.0 cr)
STAT 4102 - Theory of Statistics II (4.0 cr)
*or* STAT 5101 - Theory of Statistics I (4.0 cr)
STAT 5102 - Theory of Statistics II (4.0 cr)
*or* MATH 5651 - Basic Theory of Probability and Statistics (4.0 cr)
MATH 5652 - Introduction to Stochastic Processes (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**

**Management**

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

BA 1011 - Leading Self & Teams (2.0 cr)
*or* MGMT 1001H - Honors: Contemporary Management (3.0 cr)
*or* MGMT 3001 - Fundamentals of Management (3.0 cr)

**Corporate Responsibilty & Ethics**

BA 2005 - Business Ethics, Corporate Responsibility & Sustainability [CIV] (3.0 cr)
*or* BA 2005H - Business Ethics, Corporate Responsibility and Sustainability [CIV] (3.0 cr)

**Psychology**

PSY 1001 - Introduction to Psychology [SOCS] (4.0 cr)
*or* PSY 1001H - Honors Introduction to Psychology [SOCS] (4.0 cr)

**Career Skills**

BA 2021 - Design Your Career (1.0 cr)

**Immersion Core**

Students complete the Immersion Core as a cohort.

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

**Additional Core Requirements**

**Information Systems**

IDSC 3001 - Information Systems & Digital Transformation [TS] (3.0 cr)
*or* IDSC 3001H - Honors: Information Systems for Business Processes and Management (3.0 cr)

**Human Resources**

HRIR 3021 - Human Capital Management (3.0 cr)
*or* HRIR 3021H - Honors: Human Capital Management (3.0 cr)
*or* IBUS 3021 - Human Capital Management (4.0 cr)

**Managerial Accounting**

ACCT 3001 - Strategic Management Accounting (3.0 cr)
*or* IBUS 3002 - Strategic Management Accounting (4.0 cr)

**Business Communications**

BA 3033W - Business Communication [WI] (3.0 cr)
*or* IBUS 3033W - Business Communication in a Global Context [WI] (4.0 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)

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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 5000 - Topics in HRIR (2.0 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 5442 - Employee Performance Management (2.0 cr)
- HRIR 5443 - Principles of Effective Coaching (2.0 cr)
- HRIR 5655 - Public Policies on Work and Pay (3.0 cr)
- HRIR 5662 - Personnel Economics (2.0 cr)
- INS 4101 - Employee Benefits (2.0 cr)
- GCC 3014 - The Future of Work and Life in the 21st Century [TS] (3.0 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.

**Upper Division Writing Intensive within the Major**

Students are required to take one upper division writing intensive course within the major. If that requirement has not been satisfied within the core major requirements, students must choose one course from the following list. Some of these courses may also fulfill other major requirements.

Take 0 - 1 course(s) from the following:

- HRIR 4801W - HRIR Capstone: Personal and Organizational Leadership [WI] (4.0 cr)
- BA 3033W - Business Communication [WI] (3.0 cr)
- IBUS 3033W - Business Communication in a Global Context [WI] (4.0 cr)

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