Duluth Campus

Human Resource Management B.B.A.

Management Studies

Labovitz School of Business and Economics

- Program Type: Baccalaureate
- Requirements for this program are current for Fall 2020
- Required credits to graduate with this degree: 120
- Required credits within the major: 98
- Degree: Bachelor of Business Administration

The work of human resource management (HRM) professional encompasses a broad range of activities affecting the relationship between an organization and its employees - its human resources. HRM involved strategic functions, such as organizational planning and human resource policy making, and diverse activities that involve designing and implementing policies and selecting, developing, evaluating, and rewarding a workforce. This major prepares students for managing HRM responsibilities such as equal employment opportunity, the study and design of jobs, employee benefit programs, union-management relations, counseling, and the development of work systems that are consistent with the prevailing organizational philosophy.

LSBE Program Honors Requirement: GPA of all upper division (3xxx or higher) courses taken at LSBE.

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

Freshmen and transfer students are typically admitted as pre-business students. For admission to the major, the preferred GPA is 2.60 or better cumulative UMD overall GPA; 2.60 or better University of Minnesota cumulative GPA; 2.00 Pre-major Coursework GPA. Admission to candidacy status, which allows access to upper division LSBE classes, typically occurs at the end of the sophomore year when students have successfully completed all pre-major (pre-candidacy) course requirements and met all of the GPA standards. Students with a 2.60 UM and overall, and 2.00 internal and pre-major GPAs, are admitted upon completion of pre-major courses; students with a 2.00-2.59 UM and overall, 2.00 internal and pre-major GPAs, are pooled and reviewed for evidence of academic success in LSBE majors.

Students who do not qualify for admission to candidacy may not take upper division LSBE courses (excluding some economics courses) without permission of the director of Student Affairs.

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

Required prerequisites

Learning In Community (1 cr)

Not required for transfer students with 30 or more credits, or for students who change college to LSBE.
UST 1000 - Learning in Community (1.0 - 2.0 cr)

Pre-major requirements (37 cr)

Additional non-LSBE courses to bring total to 60 pre-candidacy credits.

Non-LSBE statistics courses cannot be used to fulfill elective requirements.
ACCT 2001 - Principles of Financial Accounting (3.0 cr)
ACCT 2002 - Principles of Managerial Accounting (3.0 cr)
BLAW 2001 - The Legal Environment [LE CAT8, HUMANITIES] (3.0 cr)
ECON 1022 - Principles of Economics: Macro [LE CAT, SOC SCI] (3.0 cr)
ECON 1023 - Principles of Economics: Micro [LE CAT, SOC SCI] (3.0 cr)
ECON 2030 - Applied Statistics for Business and Economics [LOGIC & QR] (3.0 cr)
MIS 2201 - Information Technology in Business (3.0 cr)
LSBE 2000 - Interpersonal and Teamwork Skills (1.0 cr)
PSY 1003 - General Psychology [LE CAT, SOC SCI] (4.0 cr)
WRIT 1120 - College Writing [LE CAT, WRITING] (3.0 cr)

Communications or Foreign Languages

COMM 1112 - Public Speaking [LE CAT, COMM & LAN] (3.0 cr)
or COMM 1222 - Interpersonal Communication [LE CAT, LECD C, COMM & LAN] (3.0 cr)

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or Foreign Language Courses-LSBE students are encouraged to take at least one year of college-level foreign language. (See LSBE Advising and Academic Services Office)

Mathematics

MATH 1160 - Finite Mathematics and Introduction to Calculus [LE CAT, LOGIC & QR] (5.0 cr)
or MATH 1290 - Calculus for the Natural Sciences [LE CAT2, LOGIC & QR] (5.0 cr)
or MATH 1296 - Calculus I [LE CAT, LOGIC & QR] (5.0 cr)

General Requirements

The Board of Regents, on recommendation of the faculty, grants degrees from the University of Minnesota. Requirements for an undergraduate degree from University of Minnesota Duluth include the following:

1. Students must meet all course and credit requirements of the departments and colleges or schools in which they are enrolled including an advanced writing course. Students seeking two degrees must fulfill the requirements of both degrees. However, two degrees cannot be awarded for the same major.
2. Students must complete all requirements of the Liberal Education Program.
3. Students must complete a minimum of 120 semester credits.
4. At least 30 of the last 60 degree credits earned immediately before graduation must be awarded by UMD.
5. Students must complete at least half of their courses at the 3xxx-level and higher at UMD. Study-abroad credits earned through courses taught by UM faculty and at institutions with which UMD has international exchange programs may be used to fulfill this requirement.
6. If a minor is required, students must take at least three upper division credits in their minor field from UMD.
7. The minimum cumulative UM GPA required for graduation will be 2.00 and will include only University of Minnesota coursework. A minimum UM GPA of 2.00 is required in each UMD undergraduate major and minor. No academic unit may impose higher grade point standards to graduate.
8. Diploma, transcripts, and certification will be withheld until all financial obligations to the University have been met.

Program Requirements

1. 50% of all required business credits, including the upper division economics elective, must be taken from LSBE faculty.
2. No more than 9 credits (3 courses) pertaining to a specific major may be taken abroad, unless an exception is approved by petition.
3. Graduation Requirements: a. 2.0 or better cumulative UMD overall GPA, b. 2.0 or better University of Minnesota cumulative GPA, c. 2.00 or better Required Major Coursework GPA

Advanced Writing and Professional Development Requirement (4 cr)

BCOM 3141 - Business Communications (3.0 cr)
or WRIT 3121 - Advanced Writing: Business and Organizations (3.0 cr)
LSBE 3000 - Career Development for the Business Professional (1.0 cr)

LSBE Core (18 cr)

MGTS 3301 - Production and Operations Management (3.0 cr)
FIN 3601 - Corporate Finance (3.0 cr)
MGTS 3401 - Organizational Behavior and Management (3.0 cr)
MKTG 3701 - Principles of Marketing (3.0 cr)
MGTS 3801 - Human Resource Management (3.0 cr)
MGTS 4481 - Strategic Management (3.0 cr)

Group A Electives (15 cr)

Take 5 or more course(s) totaling 15 or more credit(s) from the following:

- MGTS 4475 - Negotiations, Bargaining and Conflict Resolution (3.0 cr)
- MGTS 4841 - Training and Development (3.0 cr)
- MGTS 4871 - Strategic Human Resource Management (3.0 cr)
- MGTS 4881 - Human Resource Issues and Trends (3.0 cr)
- MGTS 4895 - Special Topics: (Various Titles to be Assigned) (3.0 cr)
- MGTS 4821 - Staffing Work Organizations (3.0 cr)
  or MGTS 5821 - Staffing Work Organizations (3.0 cr)
- MGTS 4831 - Compensation Systems (3.0 cr)
  or MGTS 5831 - Compensation Systems (3.0 cr)
- MGTS 4851 - Labor Relations (3.0 cr)
  or MGTS 5851 - Labor Relations (3.0 cr)
- MGTS 4861 - International Human Resource Management (3.0 cr)

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or MGTS 5861 - International Human Resource Management (3.0 cr)

Group B Electives (total of 2 courses required from 2 different categories) (6 cr)

1. Additional course from Group A.
2. ECON 3821 or selected human resource-oriented course from other discipline (department head consent required).
3. Upper division organizational management course (MGTS 44xx), HCM 4520 - Health Care Organization and Management or MIS 3241 - Data Analytics; FST 4225 or 4295 may also be used.
4. Internship/Field Studies

MGTS 3897 - Human Resources Internship (1.0 - 6.0 cr)
or MGTS 3997 *{Inactive}*(1.0 - 3.0 cr)

Supporting Courses (17 cr)

In addition to economics and international requirements listed below, you may complete up to 3 credits of additional internship credits and upper division (3xxx or above) non-LSBE courses, for a total of 17 credits of supporting courses. NOTE: PSY 3020, STAT 3611, and SOC 3155 are equivalent to ECON 2030 and cannot be used to fulfill these requirements. Up to 12 credits from a LSBE second major or a LSBE minor, may be applied to this requirement.

Economics Requirement

Take exactly 1 course(s) from the following:

- ECON 3xxx
- ECON 4xxx
- ECON 5xxx

International Requirement

Take exactly 1 course(s) from the following:

- AMIN 3410 - Fur Trade in Canada and the United States [CDIVERSITY] (3.0 cr)
- ANTH 3628 - Women in Cross-Cultural Perspective (3.0 cr)
- ANTH 3632 - Latin American Cultures (3.0 cr)
- ANTH 3638 - Peoples and Cultures of the Middle East (3.0 cr)
- ECON 3150 - Development Economics (3.0 cr)
- ECON 3402 - Global Economic Issues (3.0 cr)
- ENGL 3501 - British Literature I [HUMANITIES] (4.0 cr)
- ENGL 3502 - British Literature II [HUMANITIES] (4.0 cr)
- FIN 3649 - International Finance (3.0 cr)
- FR 4412 - Contemporary French Culture and Society [HUMANITIES, GLOBAL PER] (4.0 cr)
- FST 4225 - INTB 4201, Chinese Business and Economics [GLOBAL PER] (3.0 cr)
- FST 4295 - INTB 4211 Innovation in Ireland (GLOBAL PER) [GLOBAL PER] (3.0 cr)
- GEOG 3461 - Geography of Global Resources (3.0 cr)
- GER 4302 - German Women Writers and Filmmakers [HUMANITIES] (4.0 cr)
- GER 4305 - German Cinema [HUMANITIES] (4.0 cr)
- GER 4404 - Contemporary Germany [HUMANITIES, GLOBAL PER] (4.0 cr)
- HCM 4560 - International Comparisons of Health Care Systems (3.0 cr)
- HIST 3243 - Europe in Crisis in the 20th Century (4.0 cr)
- HIST 3244 - Holocaust & Genocide in Europe in the 20th Century (4.0 cr)
- HIST 3264 - Russian Empire under the Tsars: Russia under the Romanovs from Peter the Great to Lenin [GLOBAL PER] (4.0 cr)
- HIST 3386 - The United States and the World since 1898 (4.0 cr)
- HIST 3615 - Modern Africa (4.0 cr)
- HIST 3616 *{Inactive}*(4.0 cr)
- HIST 3726 - Modern Middle East: 18th Century-Present [GLOBAL PER] (4.0 cr)
- HIST 3825 - Islamic History from Muhammad to the Ottomans [GLOBAL PER] (4.0 cr)
- MGTS 4474 - International Management (3.0 cr)
- POL 3451 - Theories of International Relations (4.0 cr)
- POL 3456 - International Security: War and More (4.0 cr)
- POL 3517 - Western European Political Systems (4.0 cr)
- POL 3570 - Politics of Developing Nations (3.0 cr)
- SOC 3945 - Social Stratification (3.0 cr)
- SPAN 3042 - Civilization, Cultures and Communities in Latin America [HUMANITIES, GLOBAL PER] (4.0 cr)
- SPAN 3044 - Civilization, Cultures and Communities of Spain [HUMANITIES, GLOBAL PER] (4.0 cr)
- SPAN 4011 - Latin American Prose [HUMANITIES] (4.0 cr)
- SPAN 4018 - Latin America From Within [HUMANITIES] (4.0 cr)
- SPAN 4027 - Contemporary Literature and Culture of Spain [HUMANITIES] (4.0 cr)
- WS 3000 - Transnational Perspectives on Feminism [SOC SCI, GLOBAL PER] (3.0 cr)
- WS 3001 - Gender Relations in the Global South [GLOBAL PER] (3.0 cr)
- WS 3002 - Latin American Women: Culture and Politics (3.0 cr)
- WS 3400 - Women and Film [GLOBAL PER] (3.0 cr)
- ACCT 4505 - International Accounting (3.0 cr)
  or ACCT 5505 - International Accounting (3.0 cr)
- ECON 4410 - International Economics (3.0 cr)

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or ECON 5410 - International Economics (3.0 cr)
•MGTS 4861 - International Human Resource Management (3.0 cr)
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•MKTG 4774 - International Marketing (3.0 cr)
or MKTG 5774 - International Marketing (3.0 cr)

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