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### BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

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Driven by powerful changes in the business environment, organizations of all types—from start-ups to multinationals, not-for-profit to governmental, local to global—are demanding strategic leadership from human resource professionals. Today, the breadth and depth of business knowledge, as well as the mastery of management skills required of HR professionals, are unprecedented.

The Bachelor of Science in Human Resource Management teaches students to be agents of change in the workplace by implementing modern, agile workplace strategies. They also learn how to ensure the sustained positivity and productivity of an organization's most valuable component: people. Competent, culturally sensitive and highly organized, human resource specialists add significant value to any organization and display competence in an array of specialized areas, including employee and labor relations, compensation and benefits, training and development, HR analytics, and diversity, equity and inclusive excellence.

The degree program is fully aligned with the HR curriculum recognized by the Society for Human Resource Management (SHRM) and prepares students for positions such as HR generalist, as well as roles in training and development, staffing and recruitment, HR information systems (HRIS), diversity, equity and inclusion, compensation and benefits. The program integrates core business knowledge with major field coursework and emphasizes professional development, negotiation skills, analytical skills, communication skills, leadership development and legal understanding.

The BS in Human Resource Management requires 122 credits for degree completion.

|   | Title<br>rriculum (http://catalog.qu.edu/<br>niversity-curriculum/)  | Credits<br>46 |
|---|--|---------------|
| •   | Business Core Curriculum (http://<br>u/business/#corecurriculumtext) | 28            |
| Human Resou   | rce Management Core (24 credits)                                     |               |
| MG 302  | Managing People, Projects and<br>Change                              | 3             |
| MG 306  | Staffing: Recruitment, Selection and Placement                       | 3             |
| MG 311  | Advancing Employment Relations                                       | 3             |
| MG 321  | Data-Driven Decision Making  | 3             |
| MG 325  | Negotiations and Problem Solving                                     | 3             |
| MG 345  | Training and Development   | 3             |
| MG 355  | Compensation and Benefits  | 3             |
| MG 402  | Management Senior Seminar  | 3             |
| Select two courses from the following list of 6 Electives (6 credits) |  |               |

BAN 220 Data Mining for Business Insights

|   | BAN 300      | Statistical Programming With R               |    |
|---|--------------|--|----|
|   | BAN 310      | Web Analytics                                |    |
|   | CIS 225      | Systems Analysis and Design                  |    |
|   | FIN 310      | Investment Analysis                          |    |
|   | FIN 355      | Retirement Planning and Employee<br>Benefits |    |
|   | HM 201       | Introduction to Healthcare<br>Management     |    |
|   | HM 320       | Introduction to Health Insurance             |    |
|   | IB 352       | International Management                     |    |
|   | MG 300       | Special Topics                               |    |
|   | MG 301       | Group and Virtual Team Processes             |    |
|   | MG 303       | Immersive Leadership Experience              |    |
|   | MG 305       | Applied Design Thinking                      |    |
|   | MG 307       | Introduction to Nonprofit<br>Management      |    |
|   | MG 308       | Women in Leadership                          |    |
|   | MG 312       | Sports Management                            |    |
|   | MG 320       | Emotional Intelligence in the<br>Workplace   |    |
|   | MG 330       | Business and Society                         |    |
|   | MG 335       | Project Management                           |    |
|   | MG 341       | Service Operations Management                |    |
|   | MG 360       | Power and Politics of Leadership             |    |
|   | MK 383       | Professional Selling and Sales<br>Management |    |
|   | SB 360       | International Business Immersion             |    |
|   | SB 410       | Business Ethics                              |    |
|   | SB 488       | Business Internship                          |    |
|   | SO 263       | Aging in Society                             |    |
|   | SO 265       | Work and Occupations                         |    |
| 0 | pen Elective | es   | 18 |
|   |              |  |    |

This is a *recommended* plan of study as course plans are subject to change. Course availability, potential transfer credits, and course prerequisite completion may influence the final course schedule for each program.

**Total Credits** 

| Course          | Title  | Credits |  |
|-----------------|--|---------|--|
| First Year      |  |         |  |
| Fall Semester   | r  |         |  |
| FYS 101         | First-Year Seminar                           | 3       |  |
| EN 101          | Introduction to Academic Reading and Writing | 3       |  |
| MA 170          | Probability and Data Analysis                | 3       |  |
| SB 101          | The Business Environment                     | 3       |  |
| EC 111          | Principles of Microeconomics                 | 3       |  |
|                 | Credits                                      | 15      |  |
| Spring Semester |  |         |  |
| EN 102          | Academic Writing and Research                | 3       |  |
| EC 272          | Advanced Applied Statistics                  | 3       |  |
| EC 112          | Principles of Macroeconomics                 | 3       |  |
| Business Core   |  |         |  |

| Business Core  | 9  | 3   |
|----------------|--|-----|
|                | Credits  | 15  |
| Second Year    |  |     |
| Fall Semester  |  |     |
| MG 205         | Organizational Management                      | 3   |
| Business Core  |  | 3   |
| Business Core  |  | 3   |
| Business Core  |  | 3   |
| UC Disciplinar | ry Inquiry NS + Lab                            | 4   |
|                | Credits  | 16  |
| Spring Semes   | ter  |     |
| MG 211         | Operations and Supply Chain Management         | 3   |
| Business Core  |  | 3   |
| Business Core  |  | 3   |
| UC Disciplinar | y Inquiry                                      | 3   |
| UC Disciplinar | · · ·  | 3   |
| SB 250         | Career Planning and Development                | 1   |
|                | Credits  | 16  |
| Third Year     |  |     |
| Fall Semester  |  |     |
| MG 302         | Managing People, Projects and Change           | 3   |
| MG 321         | Data-Driven Decision Making                    | 3   |
| UC Personal II | nquiry   | 3   |
| UC Personal II | nquiry   | 3   |
| Open Elective  |  | 3   |
|                | Credits  | 15  |
| Spring Semes   |  |     |
| MG 325         | Negotiations and Problem Solving               | 3   |
| HRM Elective 1 |  | 3   |
| UC Personal II |  | 3   |
| UC Personal II | nquiry   | 3   |
| Open Elective  |  | 3   |
|                | Credits  | 15  |
| Fourth Year    |  |     |
| Fall Semester  |  | _   |
| MG 306         | Staffing: Recruitment, Selection and Placement | 3   |
| MG 345         | Training and Development                       | 3   |
| HRM Elective   |  | 3   |
| SB 420         | Strategic Management Integrated Seminar        | 3   |
| Open Elective  |  | 3   |
|                | Credits  | 15  |
| Spring Semes   |  |     |
| MG 402         | Management Senior Seminar                      | 3   |
| MG 311         | Advancing Employment Relations                 | 3   |
| MG 355         | Compensation and Benefits                      | 3   |
| Open Elective  |  | 3   |
| Open Elective  | A 15   | 3   |
|                | Credits  | 15  |
|                | Total Credits                                  | 122 |

#### **Student Learning Outcomes**

Students who graduate with a BS in Human Resource Management will demonstrate the following proficiencies:

- Business Knowledge: Students apply basic business theories and concepts to understand and solve business problems.
- Business Analytics: Students effectively gather, assess and utilize data to understand, improve and communicate business decisions using Excel and other analytical tools.
- Communication: Students communicate business ideas effectively through written communications, oral communications and presentations, and digital media.
- 4. **Critical Thinking:** Students utilize information and research findings to analyze problems and determine appropriate solutions.
- 5. **Business Ethics:** Students apply ethical frameworks to evaluate situations and determine appropriate solutions.
- Cultural Adaptability: Students recognize and apply knowledge of diversity within and across individuals and groups.
- 7. **Professionalism:** Students exhibit professional behavior, including a strong work ethic in their classes, in their interactions with faculty, staff and colleagues, and in their team assignments.

# Admission Requirements: School of Business

The requirements for admission into the undergraduate School of Business programs are the same as those for admission to Quinnipiac University.

Admission to the university is competitive, and applicants are expected to present a strong college prep program in high school. Prospective first-year students are strongly encouraged to file an application as early in the senior year as possible, and arrange to have first quarter grades sent from their high school counselor as soon as they are available.

For detailed admission requirements, including required documents, please visit the **Admissions** page of this catalog.

### Seamless Transfer Agreement with Gateway Community College (GCC), Housatonic Community College (HCC) and Norwalk Community College (NCC)

Under this Transfer Agreement, GCC, HCC and NCC graduates will be guaranteed admission into a bachelor's degree program with third year (junior) status at Quinnipiac University on the condition that they:

- Graduate with an associate in arts, an associate in science in business, College of Technology engineering science, nursing or an allied health degree with a minimum cumulative GPA of 3.00 (this may be higher in specific programs).
- Satisfy all other Quinnipiac University transfer admission requirements and requirements for intended major.

## Suggested Transfer Curriculum for BS in Human Resource Management

A minimum of 60 credits is required for transfer into the BS in Human Resource Management program. Below is a sample plan of study for the first two years prior to matriculation at Quinnipiac University.

| Course Title                            | Credits |
|---|---------|
| First Year                              |         |
| Fall Semester                           |         |
| English I                               | 3       |
| Introduction to Business                | 3       |
| Microeconomics                          | 3       |
| Business Statistics                     | 3       |
| History Elective                        | 3       |
| Credits                                 | 15      |
| Spring Semester                         |         |
| English II                              | 3       |
| Macroeconomics                          | 3       |
| Financial Accounting                    | 3       |
| Information Systems                     | 3       |
| Marketing                               | 3       |
| Credits                                 | 15      |
| Second Year                             |         |
| Fall Semester                           |         |
| Managerial Accounting                   | 3       |
| Finance                                 | 3       |
| International Business                  | 3       |
| Management                              | 3       |
| Art Elective                            | 3       |
| Credits                                 | 15      |
| Spring Semester                         |         |
| Operations Management                   | 3       |
| Business Law                            | 3       |
| Science Elective with Lab               | 4       |
| Social Science Elective                 | 3       |
| Additional Elective (Business or other) | 3       |
| Credits                                 | 16      |
| Total Credits                           | 61      |