

Human Resource Management

(Bachelor of Business Administration)

The Human Resource Management major in UW-Green Bay's Cofrin School of Business provides students with in-depth knowledge in the Human Resources Management domain through a rigorous curriculum with courses covering important topics in HR such as employee retention and development, recruitment and selection, compensation, job performance and cutting-edge topics such as HR Analytics.

The program provides considerable exposure to the liberal arts and develops the critical thinking, problem-solving, interpersonal, communication, quantitative and computer skills needed by graduates to successfully serve as leaders within modern organizations. The program also addresses contemporary organizational issues such as global competition, social responsibility and ethics, sustainability, and the relationship between organizations and various environmental forces.

In the HRM major students begin their studies by taking general education courses as well as introductory-level business courses. Additionally, students take courses providing an overall understanding of business such as the basics of Marketing, Accounting, Human Resources, Management and Finance among others. Finally, students take HRM-focused upper-level courses and complete a capstone course, prior to applying for graduation.

Our HRM faculty are experts in their field who use a variety of pedagogical practices and connect the classroom to the real-world. Students are also encouraged to complete internships for credit.

Entrance and Exit Requirements

Students can declare a major in Human Resources Management at any time with any number of credits through a simple online process. To declare, students must complete an online Declaration of Major/Minor/Certificate e-form (<https://www.uwgb.edu/registrar/forms-petitions/declaration-swap-forms/>), which includes reading and accepting an Honor Code (pre-declaration form). Your advisor will be assigned to you after the e-form is received.

Students must maintain a cumulative GPA of 2.5 to proceed in the course progression. All students must meet this exit requirement to graduate. Students intending to graduate with this major must have a minimum 2.5 cumulative grade point average.

Major

Code	Title	Credits
Foundational Courses		33-37
ACCTG 201	Principles of Financial Accounting	
ACCTG 202	Principles of Managerial Accounting	
BUS ADM 201	Principles of Sustainability in Business	
BUS ADM 202	Business and Its Environment	
BUSAN 130	Spreadsheet and Information Systems	
ECON 202	Macro Economic Analysis	
ECON 203	Micro Economic Analysis	
HRM 262	Introduction to Human Resource Management	
PHILOS 227	Business Ethics	
SCM 200	Principles of Supply Chain Management	
Statistics (choose one)		
BUSAN 220	Business Statistics	
or MATH 260	Introductory Statistics	
Writing (choose one)		
WF 200	Professional Writing for Business Majors ¹	
or WF 105	Research and Rhetoric	
Upper-Level Foundational Courses		18
BUS ADM 305	Legal Environment of Business	
FIN 343	Corporation Finance	
MGMT 389	Organizational Behavior	
ENTRP 371	e-Entrepreneurship and Digital Management	
MKTG 322	Principles of Marketing	
SCM 380	Project Management	
Human Resource Management Required Courses		18
HRM 460	Employee Development and Training	

HRM 465	Recruitment and Selection	
HRM 466	Employment Law	
HRM 467	Compensation and Benefits Planning	
HRM 468	Employee Relations	
HRM 469	Performance Management and Analytics	
Capstone Experience		3
HRM 470 or MGMT 482	Capstone in Human Resource Management Capstone in Business Strategy	
Total Credits		72-76

¹ Satisfied for students with an ACT English score of 32 or higher

Minor

Code	Title	Credits
Required courses:		15
HRM 262	Introduction to Human Resource Management	
HRM 460	Employee Development and Training	
HRM 465	Recruitment and Selection	
HRM 466	Employment Law	
HRM 468	Employee Relations	
Elective courses (Choose any three credits)		3
COMM 333	Persuasion and Argumentation	
COMM 335	Organizational Communication	
COMM 336	Theories of the Interview	
HRM 467	Compensation and Benefits Planning	
HRM 469	Performance Management and Analytics	
HRM 470	Capstone in Human Resource Management	
HRM 496	Project/Research Assistantship	
HRM 498	Independent Study	
PSYCH 330	Social Psychology	
PSYCH 350	Cultural Psychology	
PSYCH 415	Industrial and Organizational Psychology	
PSYCH 417	Psychology of Cognitive Processes	
PSYCH 429	Theories of Personality	
PSYCH 450	Health Psychology	
Total Credits		18

Faculty

Allen Huffcutt; Professor; Ph.D., Texas AM University

Sampath Kumar; Professor; Ph.D., University of Memphis*

Vallari Chandna; Associate Professor; Ph.D., University of North Texas, chair

Heather Clarke; Associate Professor; Ph.D., Memorial University

David J Radosevich; Associate Professor; Ph.D., University at Albany, State University of New York*

Dianne Murphy; Assistant Professor; Ph.D., University of Wisconsin - Milwaukee

Md Tarique Newaz; Assistant Professor; Ph.D., Texas Tech University

Aniruddha Pangarkar; Assistant Professor; Ph.D., Texas Tech University

Susan Craver; Assistant Teaching Professor; M.B.A., University of Wisconsin - Madison

Anup Nair; Assistant Teaching Professor; M.B.A., Birla Institute of Technology and Science (India)

Dylan Polkinghorne; Assistant Teaching Professor; M.S., University of Wisconsin - Green Bay