

BACHELOR OF SCIENCE IN BUSINESS MANAGEMENT WITH A CONCENTRATION IN HUMAN RESOURCE DEVELOPMENT (BSBMHRD)

(Please see the *Undergraduate Program Offerings by Campus* chart in the catalog for a list of Herzing campuses offering this program.)

PROGRAM DESCRIPTION

This program prepares individuals to apply integrated training, organizational development, career planning, and counseling skills to the design, management, and evaluation of programs to improve individual productivity, employability, job satisfaction, and organizational effectiveness. The program includes instruction in psychology, organizational behavior, principles of adult education, occupational counseling, skill testing and evaluation, program design, consulting practice, organizational development, and applications for issues such as training, management development, customer service, and lean management.

BUSINESS MANAGEMENT CORE PROGRAM OUTCOMES

Upon completion of this program, the student should be able to:

1. Define operational, ethical, legal, and human resource issues associated with business management
2. Analyze financial information using standard tools to support and evaluate managerial decision-making.
3. Develop a marketing plan
4. Formulate strategic business solutions

HUMAN RESOURCE DEVELOPMENT CONCENTRATION PROGRAM OUTCOMES

Upon completion of this program, the student should be able to:

5. Apply knowledge of integrated training and career planning in achieving organizational effectiveness.
6. Describe how psychology and organizational behavior are utilized in the design and management of business programs.
7. Apply mathematical, statistical, and research techniques to analyze contemporary business practices and functions in conducting research.
8. Utilize human resource information technology to make management decisions.

POTENTIAL OCCUPATIONAL TITLES

Potential occupational titles for this program include, but are not limited to, general and operations manager, sales manager, and administrative services manager.

PROGRAM CONTENT

A minimum of 123.00 semester credit hours is required for graduation.

REQUIRED MANAGEMENT CORE COURSES

All courses, 36.00 semester credit hours, are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
AC 107	Accounting I	IS 102	3.00
AC 220	Finance	AC 107	3.00
BU 106	Introduction to Management	None	3.00
BU 204	The Digital Firm and Business Communications	BU 106	3.00
BU 206	Business Law I	None	3.00
BU 220	Principles of Marketing	BU 106	3.00
BU 302 or BU 600	Leadership and Organizational Behavior or Leadership and Organizational Behavior	BU 106 or BU 550	3.00

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
BU 327	Business Ethics	BU 206	3.00
BU 345	Project Management	None	3.00
BU 407 or BU 550	Quantitative Decision Making or Research and Decision Making	(MA 204 or MA 320) or None	3.00
EC 111	Principles of Microeconomics	None	3.00
EC 121	Principles of Macroeconomics	None	3.00

REQUIRED COURSES IN HUMAN RESOURCE DEVELOPMENT

All courses, 36.00 semester credit hours, are required.

Course Number	Course Name	Prerequisite	Semester Credit Hours
AC 216	Accounting II	AC 107	3.00
BU 307 or BU 550 or BU 600	Organizational Change or Research and Decision Making or Leadership and Organizational Behavior	BU 106 or None or BU 550	3.00 3.00 3.00
BU 461 or BU 550 or BU 600	Human Resource Management or Research and Decision Making or Leadership and Organizational Behavior	BU 106 or None or BU 550	3.00 3.00 3.00
BU 470	International Human Resource Management	BU 461, HR 100, and SS 310	3.00
HR 100	Introduction to Human Resource Management	None	3.00
HR 220	Human Resource Information Systems	HR 100 and IS 102	3.00
HR 230	Employment Law and Labor Relations	BU 206 and HR 100	3.00
HR 310	Compensation and Benefits	HR 100 or HR 230	3.00
HR 320	Training and Development	HR 100	3.00
HR 330	Risk Management	HR 100	3.00
HR 340	Alternative Dispute Resolution (ADR) Essentials	HR 100	3.00
HR 410	Strategic Staffing	HR 230, HR 310 and HR 320	3.00

OPEN ELECTIVE COURSES

A minimum of 6.00 semester credit hours of open electives is required. A minimum of 3.00 semester credit hours must be at the 300- to 400-level.

REQUIRED CAPSTONE OR INTERNSHIP

3 semester credit hours are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
BU 491	Capstone Project	Final semester	3.00
BU 495 *	Internship	Final semester, PGPA of at least 2.50	3.00

* Online students in some states may not be allowed to take this internship due to state restrictions.

REQUIRED COURSES IN GENERAL EDUCATION

Students enrolled in this bachelor's degree must complete a minimum of 40.00 semester credit hours in general education distributed among the following disciplines. A minimum of 9.00 semester credit hours must be upper level (300- to 400-level courses). Refer to the General Education section of the catalog for Herzing University courses that would satisfy these requirements. *

- 4.00 Semester Credit Hours in Computer Applications ♦
- 3.00 Semester Credit Hours in Cultural Diversity
- 6.00 Semester Credit Hours in English Composition or Literature
- 3.00 Semester Credit Hours in General Education Electives ♦
- 3.00 Semester Credit Hours in Humanities With a Critical Thinking Focus ** ♦
- 1.00 Semester Credit Hour in Information Literacy
- 7.00 Semester Credit Hours in Mathematics (College Algebra or Above)
- 4.00 Semester Credit Hours of Natural Science With a Lab Component
- 6.00 Semester Credit Hours in Social or Behavioral Science ▲
- 3.00 Semester Credit Hours in Speech

* Transfer students may transfer courses that are within 1.00 semester credit hour of the courses listed above to meet these discipline requirements. Any resulting deficiency in the total of 40.00 semester credit hours required in general education may be made up with general education electives from any of the listed disciplines.

** A course with a critical thinking focus would be a course that addresses the theories and application of critical analysis with an emphasis on developing sequential reasoning skills. Examples may be courses in critical thinking, philosophy, logic, or science.

♦ The state of Minnesota requires a minimum of 30.00 semester credit hours of general education for bachelor's degrees, not counting computer applications. However, all Herzing University students in the BSBMHRD program must complete a minimum of 40.00 semester credit hours in general education, including computer applications, to complete the requirement for graduation from this bachelor's degree program. Minnesota students must complete at least 4.00 semester credit hours of general education in the humanities.

▲ Students in the BSBMHRD program must take PS 101 Psychology and PS 310 Industrial Psychology to satisfy this general education requirement.

PERSONAL AND PROFESSIONAL DEVELOPMENT COURSES

2.00 semester credit hours are required.

Course Number	Course Name	Prerequisites/Corequisites	Semester Credit Hours
PD 121	Professional Development I	None	1.00
PD 202	Professional Development II	None	1.00