

Human Resource Management, B.S.

Visit the Organizational Leadership Department page (<https://www.uvu.edu/woodbury/organizational-leadership/>) for more information on the program and access to advising.

Program Description

The HRM program will provide students with practical and applied skills, experience in applying those skills, and a variety of intellectual tools to prepare them for HRM careers in business, government, and non-profit organizations. The proposed classes, engaged pedagogy, and instructors will aim to prepare students for staffing organizations, setting and advising procedures for recruitment, interview, and placement. Additionally, students will be prepared for carrying out disciplinary action, tracking leave and absences, and ensuring the health, safety, and development of organizational employees. HR graduates will also be prepared to advise company management on labor law issues.

Matriculation Requirements

Code	Title	Credit Hours
Matriculation Requirements		21 Credits
One of the following:		
My Educator		
IM 2010	Business Computer Proficiency (3) (Complete with B- grade or higher)	
IM 2600	Spreadsheet Applications (3) (Complete with B- grade or higher)	
MKTG 2200G	Written Business Communication (Complete with B- grade or higher)	3
MKTG 2390	Professional Business Presentations	3
MGMT 2340	Business Statistics I	3
or STAT 2040	Principles of Statistics	
ECON 2010	Principles of Economics I	3
ACC 2110	Principles of Accounting I	3
MGMT 2240	Business Quantitative Analysis	3
or MATH 1100	Survey of Calculus	
MGMT 2400	Data Analytics for Business	3

Program Requirements

Code	Title	Credit Hours
Total Credit Hours		120
General Education Requirements		30 Credits
ENGL 1010	Introduction to Academic Writing	3
or ENGH 1005	Literacies and Composition Across Contexts	
ENGL 2010	Intermediate Academic Writing	3
Complete one of the following:		3
MATH 1050	College Algebra (3)	
MATH 1055	College Algebra with Preliminaries (5)	
MATH 1090	College Algebra for Business (3)	
An Advanced Placement (AP) Mathematics Test with a score of 3 or higher		
Complete one of the following:		3
HIST 2700 & HIST 2710	US History to 1877 and US History since 1877 (6)	
HIST 1700	American History (3)	
HIST 1740	US Economic History (3)	
POLS 1000	American Heritage (3)	
POLS 1100	American National Government (3)	

Distribution Courses:

Biology		3
Social Science		3
Physical Science		3
Personal, Professional, and Civic Growth		3
Humanities		3
Fine Arts		3
Discipline Core Requirements		
Matriculation Courses:		21
		Credits
Complete one of the following:		
My Educator ¹		
IM 2010	Business Computer Proficiency (3) (Complete with B- grade or higher) ¹	
IM 2600	Spreadsheet Applications (3) (Complete with B- grade or higher) ¹	
ACC 2110	Principles of Accounting I	3
MGMT 2240	Business Quantitative Analysis	3
or MATH 1100	Survey of Calculus	
ECON 2010	Principles of Economics I	3
MKTG 2200G	Written Business Communication (Complete with B- grade or higher)	3
MGMT 2340	Business Statistics I	3
MKTG 2390	Professional Business Presentations	3
MGMT 2400	Data Analytics for Business	3
Business Core Requirements:		19
		Credits
FIN 3100	Principles of Finance ²	3
MGMT 3000	Organizational Behavior	3
HR 4700G	International Human Resource Management	3
or MGMT 3300G	Survey of International Business	
or MGMT 3320G	Cross Cultural Communications for International Business	
or ECON 3050G	International Economics	
or MKTG 3350G	International Marketing	
MGMT 3450	Operations Management	3
MKTG 3600	Principles of Marketing	3
MGMT 4860	Business Strategy Formulation and Implementation ²	3
MGMT 2950R	Executive Lecture Series	1
or ENTR 2930R	Entrepreneurship Lecture Series	
Human Resource Management Core Requirements:		50
		Credits
HR 3430	Introduction to Human Resource Management	3
HR 3530	Employment and Labor Law	3
HR 3570	Training and Development	3
HR 4000	Total Rewards	3
HR 4050	Human Resource Information Systems	3
HR 4060	HR Analytics	3
HR 4610	Talent Acquisition	3
HR 4800	Strategic Human Resource Management	3
Select 26 credits of any 1000 level course or higher (it is recommended that students complete a minor).		26

¹ Students will be required to complete My Educator with a score of 80 percent or higher or complete the IM 2010 Business Computer Proficiency or IM 2600 Spreadsheet Applications course with a grade of B- or higher.

Graduation Requirements

1. Completion of a minimum of 120 semester credits required in the BS degree; at least 40 credit hours must be upper-division courses.
2. Overall grade point average 2.0 or above with a minimum of 2.5 GPA in all Woodbury School of Business courses. No grade lower than a "C-" in core courses.
3. Residency hours: Minimum of 30 credit hours of business courses through course attendance at UVU, with at least 10 hours earned in the last 45 hours.
4. Completion of GE and specified departmental requirements. Students are responsible for completing all prerequisite courses.
5. Successful completion of at least one Global/Intercultural course.
6. Successful completion of at least two Writing Enriched courses.

NOTE: Students will be limited to 9 hours of upper-division credit until MATRICULATION is completed.

Graduation Plan

This graduation plan is a sample plan and is intended to be a guide. Your specific plan may differ based on your Math and English placement and/or transfer credits applied. You are encouraged to meet with an advisor and set up an individualized graduation plan in Wolverine Track (<http://www.uvu.edu/wolverinetrack/>).

First Year

Semester 1		Credit Hours
ENGL 1010 or ENGH 1005	Introduction to Academic Writing or Literacies and Composition Across Contexts	3
Elective		3
Physical Science Distribution		3
Fine Art Distribution		3
General Elective		2
Credit Hours		14
Semester 2		Credit Hours
ENGL 2010	Intermediate Academic Writing	3
Complete one of the following:		3
MATH 1050	College Algebra	
MATH 1055	College Algebra with Preliminaries	
MATH 1090	College Algebra for Business	
American Institutions		3
Biology Distribution		3
Elective		3
Elective (IM 2010 or IM 2600 recommended and must be passed with B- or higher. If one of these is not taken, My Educator will need to fulfill the Business Computer Proficiency requirement.)		
Credit Hours		15

Second Year

Semester 1		Credit Hours
HR 3430	Introduction to Human Resource Management	3
MKTG 2200G	Written Business Communication	3
MGMT 2240 or MATH 1100	Business Quantitative Analysis or Survey of Calculus	3
Humanities		3
Personal, Professional, and Civic Growth		3
Credit Hours		15
Semester 2		Credit Hours
ACC 2110	Principles of Accounting I	3
MGMT 2400	Data Analytics for Business	3
HR 3530	Employment and Labor Law	3
Social Science Distribution		3
Elective		3
Credit Hours		15

Third Year

Semester 1		Credit Hours
MGMT 2340	Business Statistics I	3
MKTG 2390	Professional Business Presentations	3
ECON 2010	Principles of Economics I	3
MGMT 3000	Organizational Behavior	3

HR 3570	Training and Development	3
Credit Hours		15
Semester 2		
FIN 3100	Principles of Finance	3
MKTG 3600	Principles of Marketing	3
HR 4000	Total Rewards	3
HR 4050	Human Resource Information Systems	3
Elective		3
Credit Hours		15
Fourth Year		
Semester 1		
MGMT 3450	Operations Management	3
Complete one of the following:		3
HR 4700G	International Human Resource Management	
MGMT 3300G	Survey of International Business	
MGMT 3320G	Cross Cultural Communications for International Business	
ECON 3050G	International Economics	
MKTG 3350G	International Marketing	
HR 4060	HR Analytics	3
MGMT 2950R or ENTR 2930R	Executive Lecture Series or Entrepreneurship Lecture Series	1
Elective		6
Credit Hours		16
Semester 2		
MGMT 4860	Business Strategy Formulation and Implementation	3
HR 4610	Talent Acquisition	3
HR 4800	Strategic Human Resource Management	3
Electives		6
Credit Hours		15
Total Credit Hours		120

An online graduation plan offers students a flexible yet structured approach to their academic journey. While this sample serves as a general guideline, individual plans may differ based on Math and English placement scores. Meeting with an academic advisor is strongly recommended to customize plans and ensure all graduation requirements are met.

Courses marked with an asterisk (*) are Certified Online Courses, meeting UVU's high standards for quality and accessibility.

Course	Title	Credit Hours
First Year		
Semester 1		
ENGL 1010 or ENGH 1005	Introduction to Academic Writing * or Literacies and Composition Across Contexts	3
Elective		3
Physical Science		3
Fine Arts		3
General Elective		2
Credit Hours		14
Semester 2		
ENGL 2010	Intermediate Academic Writing *	3
Complete one of the following:		3
MATH 1050	College Algebra *	
MATH 1055	College Algebra with Preliminaries *	
MATH 1090	College Algebra for Business	
American Institutions		3
Biology		3
Elective		3
Credit Hours		15
Second Year		
Semester 3		
HR 3430	Introduction to Human Resource Management *	3
MKTG 2200G	Written Business Communication	3
MGMT 2240 or MATH 1100	Business Quantitative Analysis or Survey of Calculus	3

Humanities		3
Personal, Professional, and Civic Growth		3
	Credit Hours	15
Semester 4		
ACC 2110	Principles of Accounting I *	3
MGMT 2400	Data Analytics for Business	3
HR 3530	Employment and Labor Law *	3
Social Science		3
Electives		3
	Credit Hours	15
Third Year		
Semester 5		
MGMT 2340	Business Statistics I	3
MKTG 2390	Professional Business Presentations	3
ECON 2010	Principles of Economics I	3
MGMT 3000	Organizational Behavior	3
HR 3570	Training and Development *	3
	Credit Hours	15
Semester 6		
FIN 3100	Principles of Finance	3
MKTG 3600	Principles of Marketing	3
HR 4000	Total Rewards *	3
HR 4050	Human Resource Information Systems *	3
Electives		3
	Credit Hours	15
Fourth Year		
Semester 7		
MGMT 3450	Operations Management	3
Complete one of the following:		3
HR 4700G	International Human Resource Management *	
MGMT 3300G	Survey of International Business	
MGMT 3320G	Cross Cultural Communications for International Business	
ECON 3050G	International Economics	
MKTG 3350G	International Marketing	
HR 4060	HR Analytics *	3
MGMT 2950R or ENTR 2930R	Executive Lecture Series or Entrepreneurship Lecture Series	1
Elective		6
	Credit Hours	16
Semester 8		
MGMT 4860	Business Strategy Formulation and Implementation *	3
HR 4610	Talent Acquisition *	3
HR 4800	Strategic Human Resource Management *	3
Electives		6
	Credit Hours	15
	Total Credit Hours	120

Program Learning Outcomes

1. Comprehensively explore issues, ideas, and events in the process of making HR and organizational evaluations and decisions using analytical and quantitative skills. Apply basic discipline knowledge and demonstrate skill in critical problem-solving situations.
2. Gain a functional understanding of core human resource management concepts and principles and produce accurate informational outputs within areas of responsibility. Adapt to changing economic and social environments.
3. Become effective oral and written communicators who can present and write in a professional and informative way to diverse audiences in organizations. Demonstrate strong oral and written communication capability.
4. Become effective people management leaders in diverse organizational environments. Develop expertise in research and scholarly activities.
5. Explain ethical considerations relevant to HR dilemmas and evaluate alternative courses of action. Be prepared for employment or graduate education.

Compensation and benefits managers

- Total Positions 19,100
- Field Growth 2.1%
- Median Salary \$136,380
- Average Openings 1.3

Human resources managers

- Total Positions 208,900
- Field Growth 6.5%
- Median Salary \$136,350
- Average Openings 17.4

Training and development managers

- Total Positions 43,200
- Field Growth 7.3%
- Median Salary \$125,040
- Average Openings 3.6

Human resources specialists

- Total Positions 933,700
- Field Growth 7.9%
- Median Salary \$67,650
- Average Openings 86.2

Labor relations specialists

- Total Positions 65,800
- Field Growth -0.3%
- Median Salary \$89,980
- Average Openings 5.3

Compensation, benefits, and job analysis specialists

- Total Positions 103,700
- Field Growth 7.0%
- Median Salary \$74,530
- Average Openings 8.2

Training and development specialists

- Total Positions 420,100
- Field Growth 11.5%
- Median Salary \$64,340
- Average Openings 42.2

Business teachers, postsecondary

- Total Positions 104,900
- Field Growth 6.7%
- Median Salary \$97,130
- Average Openings 8.7

Human resources assistants, except payroll and timekeeping

- Total Positions 104,200
- Field Growth -4.8%

- Median Salary\$47,710
- Average Openings10.5