

2009-2010

B.A. in Business Administration Concentration in Human Resources Management

College of Business and Economics

What Is the Study of Business Administration?

The Business Administration program was designed to prepare students for leadership roles in business and the community. One of the educational objectives is to provide students with the perceptual and analytical skills necessary in making decisions and evaluating policies in business. Another objective is to develop student understanding of the social, economic and regulatory environment of business. The program is designed for students with a variety of career goals, including opportunities with financial institutions, manufacturing and retail firms, service industries, public sectors, and non-profits.

Why Should I Consider This Major?

The Human Resources Management (HRM) concentration prepares a student for careers managing the policies, procedures, and practices through which employment organizations recruit, select, train, appraise, compensate, and maintain an efficient and effective workforce.

How to Declare:

The student must:

- be in good academic standing with the University,
- complete the business administration foundation courses (or their transfer equivalents) with a GPA of not less than 2.75, or have a cumulative GPA of 2.5 after completing the foundation courses comprised of ACCT 240, 245, ECON 206, 207, DSCI 205, MGMT 271 and MATH 157.

Complete an "[Application for Admission](#)" form online at the College of Business and Economics (CBE) website. This form allows each applicant to the CBE to select a major and concentration where applicable.

Submit the Application for Admission form AND copies of all college/university transcripts (unofficial transcripts are okay for this purpose) to the CBE Office electronically. This should be done early in the quarter and definitely no later than two weeks prior to the start of registration for the following quarter.

Complete the online application form at: <http://www.cbe.wvu.edu/College/Applications.asp>

Mid-Program Checkpoint:

Students intending to complete a Bachelor's of Arts degree in Business Administration- HRM within four years should complete the following courses by the start of their junior year. Students are expected to follow all prerequisite requirements for courses and seek early departmental advisement.

Coursework:

Complete Business foundation courses:

- ACCT 240, 245
- DSCI 205
- MATH 157
- ECON 206, 207
- MGMT 271

Other Activities:

Complete College of Business and Economics Application of Admission form.

Discuss national and international study abroad opportunities with the International Programs and Exchanges Office.

Get involved in student club activities - Northwest Human Resources Management Association (NHRMA) or International Business Club.

Contact Information:

Management Department
Website:

<http://www.cbe.wvu.edu/mgmt>

Department Chair:

Matthew Liao-Troth

PH 351a

360-650-2902

Matthew.Liao-Troth@wvu.edu

Department Manager:

Jacie DeLaruelle

PH 351

360-650-2902

Jacie.DeLaruelle@wvu.edu

Sample Careers:

Human Resource Management:

Benefits Specialist

Affirmative Action Office

Employee Relations Specialist

Recruiter



Business Administration-HRM Concentration

Major Requirements: 92 Credits

Foundation courses: (28 credits)

ACCT 240 Financial Accounting (4)
ACCT 245 Managerial Accounting (4)
DSCI 205 Business Statistics (4)
ECON 206 Introduction to Microeconomics (4)
ECON 207 Introduction to Macroeconomics (4)
MATH 157 Calculus with Applications to Business and Economics (4)
MGMT 271 Law and the Business Environment (4)

Core courses: (36 credits)

DSCI 305 Applied Business Statistics (4)
ECON 309 Managerial Economics (4)
FIN 341 Principles of Finance (4)
MGMT 311 Introduction to Management & Organizational Behavior (4)
MGMT 482 Business and its Environment (4)
MGMT 492 Entrepreneurial Problems (4)
Or MGMT 495 Strategic Management (4)
MIS 320 Principles of Management Information Systems (4)
MKTG 380 Principles of Marketing (4)
OPS 360 Operations Management (4)

Concentration in Human Resource Management: (28 credits)

HRM 322 Human Resource Management (4)
MGMT 313 Teamwork Basics (4)
Three courses from:
HRM 423 Staffing (4)
HRM 424 Training and Development (4)
HRM 425 Negotiations and Labor Relations (4)
HRM 426 Current Issues in Human Resources Management (4)
HRM 427 Compensation Administration (4)
One course from:
MGMT 401 Conflict Management and Negotiations (4)
MGMT 481 Managing Cultural Diversity (4)
ECON 325 Labor Market Economics (4)
MIS 321 Systems Analysis and Design (4)
One Course under advisement

All CBE majors are required to take one communication focus (CF) course and complete the upper-division writing proficiency (WP) requirement. The CF and WP courses must be taken within CBE and can be completed as part of the required and elective courses. Consult the Online Timetable of Classes for the specific course sections that fulfill the CF and WP requirements.

Business Administration Option:

Minor in Business Administration (40 credits)

These courses are offered within this major and may be used to satisfy GUR or Writing Proficiency requirements.

QSR: MATH 157

SSC: ECON 206, ECON 207, MGMT 271

WP: Three Writing Proficiency points are required for graduation (they are noted as WP1, WP2, and WP3). Check [Classfinder](#) or [Online Timetable](#) for departmental offerings each quarter.