

# Management (BA) with an Emphasis in Human Resource Management

*This program is offered by the George Herbert Walker School of Business and Technology/Management Department. It is available online, at the Athens campus but not at the St. Louis main campus.*

*The BA in management is accredited by the Accreditation Council for Business Schools and Programs (ACBSP).*

## Program Description

The goal of the Human Resource Management Emphasis is to transfer relevant knowledge to students and transform them into highly effective, strategic, problem-solving, decision-makers. Students will be exposed to all industry-related issues and opportunities, equipped with the tools needed to address the challenges and complexities of managing today's workforce, and enabled to successfully complete in the marketplace and perform favorably on the job.

The program content is designed to provide comprehensive coverage of the major Human Resource Management functions while highlighting issues that affect strategic decision-making and operational execution. The courses involve both practical and theoretical considerations in the development of Human Resource professionals in settings such as business, industry, government, and nonprofit organizations and institutions, both nationally and globally.

## Learning Outcomes

Management students will be able to:

- Analyze, understand and evaluate how legal, social, economic and global issues affect business.
- Integrate key theories to manage people, processes and resources in a diverse organization.
- Use appropriate tools and technology to critically analyze and interpret key business information.
- Apply concepts regarding ethics and corporate responsibility and how they impact managerial decisions.
- Build upon ambiguous and incomplete information to draft, support and defend innovative solutions to complex managerial challenges.

Students with an Emphasis in Human Resource Management will also be able:

- Identify and explain important technology, facts, concepts, principles, analytic techniques, and theories used in Human Resource Management when analyzing moderately complex situations.
- Analyze, assess, and apply the entry-level SHRM (Society for Human Resource Management) competency clusters.
- Develop the business acumen needed to perform Human Resource Management transactions, employ standard operating procedures, and promote operational efficiency.

## Degree Requirements

For information on the general requirements for a degree, see Baccalaureate Degree Requirements under the Academic Policies and Information section of this catalog.

A minimum of 120 credit hours consisting of the following:

- 54 required credit hours
- Applicable University Global Citizenship Program hours
- Electives

## Special Requirements

Students are required to complete at least 51 credit hours in management courses, including MNGT 2100 Management Theory and Practices, MNGT 3400 Human Resource Management, courses in accounting, law and economics, as well as an overview. This includes WBSB 2000 Career Exploration, WBSB 2300 Personal Branding and WBSB 2700 Career Management Strategies. The required minimum distribution of coursework varies, depending on the emphasis selected by the student.

Transfer students must complete a minimum of 18 credit hours of academic work in the departments of Business and Management at Webster University.

Required courses must be completed at Webster University once the student begins to matriculate at Webster University. Transfer courses taken prior to enrollment at Webster University may be used to substitute for required courses if accepted by the chair.

No more than one course completed with a grade of D may count toward fulfilling the specific requirements of the major.

At the international campuses, MNGT 3320 Business Law: International may substitute for MNGT 2280 Introduction to Business Law.

## Required Courses

### Core Management

- ACCT 2010 Financial Accounting (3 hours)
- ECON 2000 Survey of Economics (3 hours)
- MNGT 2100 Management Theory and Practices (3 hours)
- MNGT 2150 Business Ethics (3 hours)
- MNGT 2280 Introduction to Business Law (3 hours)
- MNGT 2500 Marketing (3 hours)
- MNGT 3400 Human Resource Management (3 hours)
- MNGT 3450 Principles of Organizational Behavior (3 hours)
- CSIS 1500 Introduction to Business Technologies (3 hours)
- STAT 1100 Descriptive Statistics (3 hours)  
or BUSN 2750 Introduction to Business Statistics (3 hours)
- BUSN 3710 Entrepreneurial Finance (3 hours)

### Professional Development

- WBSB 2000 Career Exploration (1 hour)
- WBSB 2300 Personal Branding (1 hour)
- WBSB 2700 Career Management Strategies (1 hour)

### Human Resource Management Emphasis

- MNGT 3690 Diversity, Equity and Inclusion (DEI) (3 hours)
- CSIS 3410 Information Analysis (3 hours)
- MNGT 4400 Employment Law and Compliance (3 hours)
- MNGT 4420 Compensation and Benefits (3 hours)
- MNGT 4600 Contemporary Human Resource Management Strategies (3 hours)

### Plus, choose one of the following:

- MNGT 3740 Global Entrepreneurship (3 hours)
- MNGT 4100 International Management (3 hours)
- MNGT 4330 International Marketing (3 hours)