

MAJOR IN BUSINESS ADMINISTRATION, HUMAN RESOURCE MANAGEMENT CONCENTRATION



This program is designed to develop in students a comprehensive knowledge of human resource (HR) management along with the skills necessary for implementing strategic, effective, and legally defensible HR practices in contemporary business organizations. Human resource professionals operate in a dynamic and changing world, managing the organization's relationship with its employees. They develop and manage people, practices, and policies to ensure that they produce employee attitudes, skills, behaviors, and performance that companies need to achieve their strategic goals. They are commonly responsible for recruiting, hiring, onboarding, training and developing, evaluating performance, compensating, providing benefits, counseling, and terminating employees. HR Professionals are employed in every industry and are an essential partner in an organization's strategic vision for the future and for ensuring the right people are in place. It is essential that an HR professional learn and master key knowledge, skills, and abilities including critical thinking, confidentiality, change management, communication, negotiation and conflict management, business acumen, interpersonal skills, organizational skills, and fairness. In addition to the All-University Core Curriculum (<http://catalog.colostate.edu/>)

general-catalog/all-university-core-curriculum/aucc/), course work for a concentration in Human Resource Management includes the College of Business Core (<http://catalog.colostate.edu/general-catalog/colleges/business/business-administration/business-administration-major/#requirementstext>) and various management electives that allow the student to structure a program around his or her educational and/or career interests.

Learning Outcomes

Students will demonstrate:

- Knowledge and skills necessary to assume entry-level HR positions in preparation for pursuing careers in a wide variety of organizations and industries
- Knowledge and skills to develop and implement HR practices in a strategic, legal, and ethical manner
- Understanding of HR's role in the efficient and effective operations of organizations and their human resources
- The ability to create and manage HR practices that respect and encourage diversity and inclusion in the workplace

Potential Occupations

Some examples include, but are not limited to the following:

Compensation Analyst, Employee Benefits Manager, Employee Relations Manager, Health & Safety Manager, Human Resource Assistant, Human Resource Consultant, HR Information Systems Manager, HR Metrics Analyst, Human Resource Manager, Job Analyst, Labor Relations Specialist, Orientation Specialist, Recruiter, Training and Development Specialist, Wellness Program Administrator, Workforce Planning Specialist.

Requirements

The College of Business requires a minimum grade point average of 2.000 in business and economics courses as a graduation requirement.

Effective Fall 2022

Freshman

		AUCC	Credits
BUS 100 or 105	Introduction to Business Exploration of Business		1
BUS 201	Foundations of Sustainable Enterprise		1
CIS 200	Business Information Systems		3
CO 150	College Composition (GT-CO2)	1A	3
ECON 202	Principles of Microeconomics (GT-SS1)	3C	3
Complete 3 credits from the following:			3
MATH 117	College Algebra in Context I (GT-MA1)	1B	
MATH 118	College Algebra in Context II (GT-MA1)	1B	
MATH 124	Logarithmic and Exponential Functions (GT-MA1)	1B	
MATH 125	Numerical Trigonometry (GT-MA1)	1B	
MATH 126	Analytic Trigonometry (GT-MA1)	1B	
MATH 141 (or higher level calculus course)	Calculus in Management Sciences (GT-MA1)	1B	

Arts and Humanities (<http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities>) 3B

3

Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)	3A	4	
Diversity, Equity, and Inclusion (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion)	1C	3	
Electives		9	
Total Credits		33	
Sophomore			
ACT 210	Introduction to Financial Accounting	3	
ACT 220	Introduction to Managerial Accounting	3	
BUS 220	Ethics in Contemporary Organizations (GT-AH3)	3B	3
BUS 300	Business Writing and Communication (GT-CO3)	2	3
ECON 204	Principles of Macroeconomics (GT-SS1)	3C	3
STAT 204	Statistics With Business Applications (GT-MA1)	1B	3
Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)	3A	3	
Historical Perspectives (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives)	3D	3	
Electives		6	
Total Credits		30	
Junior			
All freshman and sophomore required courses must be completed prior to or concurrent with first enrollment in required junior and senior courses.			
BUS 260	Social-Ethical-Regulatory Issues in Business	3	
CIS 370	Business Analytics	3	
MGT 301	Supply Chain Management	3	
MGT 310	Human Resource Management	3	
MGT 320	Contemporary Management Principles/Practices	3	
MGT 350	Employment Relations: The Legal Environment	3	
MGT 474	Human Resource Planning and Development	3	
Electives		9	
Total Credits		30	
Senior			
BUS 479	Strategic Management	4A,4C	3
FIN 300 ¹	Principles of Finance	4A,4B	3
MGT 374	Total Rewards and Performance Management		3
MGT 479	Strategic Human Resource Management		3
MKT 300 ¹	Marketing	4B	3
Select two courses from the following:			6
MGT 410	Leadership and Organizational Behavior		
MGT 411	Leading High Performance Teams		
MGT 473	Employment Relations: Labor and Management		
MGT 476	Negotiation and Conflict Management		
MGT 486A	Practicum: Consulting		
Electives ²			6
Total Credits		27	
Program Total Credits:		120	

¹ Students who have taken FIN 305 and/or MKT 305 prior to admission to the College of Business may substitute those courses to satisfy the

category 4A and 4B requirements. All other students are required to take FIN 300 and MKT 300 to satisfy categories 4A and 4B.

² Select enough elective credits to bring the program total to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level). A minimum of 6 elective credits must be upper-division.

Students are not to utilize the satisfactory/unsatisfactory (S/U) grading option for any Business concentration course or any Business core course (Business and non-Business subject codes) except when a course only allows S/U grading.

Major Completion Map

Distinctive Requirements for Degree Program:

To Declare this Major: Direct entry as a new freshman or transfer to the College of Business is highly selective and only those students meeting academic requirements will be accepted. For details contact the Office of Admissions.

CSU and the College of Business use holistic review when determining eligibility for admission to the College of Business as a new freshman. An example of a strong candidate for admission to the College of Business is one who is actively involved in their high school and community, has at least a 3.200 GPA with a 1200 or higher on the SAT or a 27 or higher on the ACT. For current admission criteria, contact the CSU Office of Admissions. New freshmen admitted to CSU but not directly to the

College of Business will be admitted as “Undeclared Business Interest” and must meet the requirements below. To be eligible for admission to the College, CSU students (including Undeclared Business Interest) must have a 3.000 cumulative GPA on a minimum of 15 graded credits at Colorado State and a grade of B- or higher in ECON 202 and a grade of C- or higher in each course (total of 3 credits) from the following: MATH 117, MATH 118, MATH 124, MATH 125, MATH 126, MATH 141, or a higher level calculus course.

External transfer students who have completed a minimum of 15 graded credits with a 3.000 cumulative GPA and a grade of B- or higher in ECON 202 and a grade of C- or higher in each course (total of 3 credits) from the following: MATH 117, MATH 118, MATH 124, MATH 125, MATH 126, MATH 141, or a higher level calculus course. External transfer students who do not meet the above criteria will be admitted to Undeclared and must complete the requirements stated above.

To Prepare for First Semester: The Curriculum for the Business Administration-Human Resource Management concentration assumes students will be able to successfully complete the College of Business Math requirement within the first year.

The College of Business requires a minimum grade point average of 2.000 in business and economics courses as a graduation requirement.

Freshman

Semester 1		Critical	Recommended	AUCC	Credits
BUS 100 or 105	Introduction to Business Exploration of Business		X		1
CO 150	College Composition (GT-CO2)		X	1A	3
Arts and Humanities (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities)				3B	3
Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)				3A	4
Diversity, Equity, and Inclusion (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion)		X		1C	3
Elective					3
Total Credits					17
Semester 2		Critical	Recommended	AUCC	Credits
BUS 201	Foundations of Sustainable Enterprise				1
CIS 200	Business Information Systems				3
ECON 202	Principles of Microeconomics (GT-SS1)	X		3C	3
Complete 3 credits from the following:					3
MATH 117	College Algebra in Context I (GT-MA1)			1B	
MATH 118	College Algebra in Context II (GT-MA1)			1B	
MATH 124	Logarithmic and Exponential Functions (GT-MA1)			1B	
MATH 125	Numerical Trigonometry (GT-MA1)			1B	
MATH 126	Analytic Trigonometry (GT-MA1)			1B	
MATH 141	Calculus in Management Sciences (GT-MA1)	X		1B	
(or higher level calculus course)					
Electives					6
BUS 100 or BUS 105 and CO 150 must be completed by the end of Semester 2.		X			
Total Credits					16

Sophomore

Semester 3		Critical	Recommended	AUCC	Credits
ACT 210	Introduction to Financial Accounting	X			3
BUS 220	Ethics in Contemporary Organizations (GT-AH3)			3B	3
BUS 300	Business Writing and Communication (GT-CO3)		X	2	3
ECON 204	Principles of Macroeconomics (GT-SS1)	X		3C	3
Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)				3A	3
CIS 200 must be completed by the end of Semester 3.		X			

Total Credits**15**

Semester 4		Critical	Recommended	AUCC	Credits
ACT 220	Introduction to Managerial Accounting	X			3
STAT 204	Statistics With Business Applications (GT-MA1)			1B	3
Historical Perspectives (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives)				3D	3
Electives					6
BUS 300 must be completed by the end of Semester 4.		X			

Total Credits**15****Junior**

Semester 5		Critical	Recommended	AUCC	Credits
BUS 260	Social-Ethical-Regulatory Issues in Business				3
MGT 301	Supply Chain Management	X			3
MGT 310	Human Resource Management	X			3
MGT 320	Contemporary Management Principles/Practices	X			3
Elective					3

Total Credits**15**

Semester 6		Critical	Recommended	AUCC	Credits
CIS 370	Business Analytics				3
MGT 350	Employment Relations: The Legal Environment	X			3
MGT 474	Human Resource Planning and Development	X			3
Electives					6

Total Credits**15****Senior**

Semester 7		Critical	Recommended	AUCC	Credits
FIN 300	Principles of Finance	X		4A,4B	3
MGT 374	Total Rewards and Performance Management	X			3

Select two courses from the following:

6

- MGT 410 Leadership and Organizational Behavior
- MGT 411 Leading High Performance Teams
- MGT 473 Employment Relations: Labor and Management
- MGT 476 Negotiation and Conflict Management
- MGT 486A Practicum: Consulting

Elective					3
----------	--	--	--	--	---

Total Credits**15**

Semester 8		Critical	Recommended	AUCC	Credits
BUS 479	Strategic Management	X		4A,4C	3
MGT 479	Strategic Human Resource Management	X			3
MKT 300	Marketing	X		4B	3
Elective		X			3

The benchmark courses for the 8th semester are the remaining courses in the entire program of study. X

Total Credits	12
Program Total Credits:	120

Second Concentration with International Business

A second concentration in International Business may be taken in conjunction with the Human Resource Management concentration. Upon

graduation, both concentrations will be noted on a student's official transcript.

Effective Fall 2022

The College of Business requires a minimum grade point average of 2.000 in business and economics courses as a graduation requirement.

Freshman

		AUCC	Credits
BUS 100 or 105	Introduction to Business Exploration of Business		1
BUS 201	Foundations of Sustainable Enterprise		1
CIS 200	Business Information Systems		3
CO 150	College Composition (GT-CO2)	1A	3
ECON 202	Principles of Microeconomics (GT-SS1)	3C	3
Complete 3 credits from the following:			3
MATH 117	College Algebra in Context I (GT-MA1)	1B	
MATH 118	College Algebra in Context II (GT-MA1)	1B	
MATH 124	Logarithmic and Exponential Functions (GT-MA1)	1B	
MATH 125	Numerical Trigonometry (GT-MA1)	1B	
MATH 126	Analytic Trigonometry (GT-MA1)	1B	
MATH 141 (or higher level calculus course)	Calculus in Management Sciences (GT-MA1)	1B	
Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)			4
Diversity, Equity, and Inclusion (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion)			3
Historical Perspectives (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives)			3
Electives			6
Total Credits			30

Sophomore

ACT 210	Introduction to Financial Accounting		3
ACT 220	Introduction to Managerial Accounting		3
BUS 220	Ethics in Contemporary Organizations (GT-AH3)	3B	3
BUS 260	Social-Ethical-Regulatory Issues in Business		3
BUS 300	Business Writing and Communication (GT-CO3)	2	3
ECON 204	Principles of Macroeconomics (GT-SS1)	3C	3
STAT 204	Statistics With Business Applications (GT-MA1)	1B	3
Arts and Humanities (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities)			3
Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)			3
International Business Group 2 - Global Focus			3
Total Credits			30

Junior

CIS 370	Business Analytics		3
FIN 300	Principles of Finance	4A,4B	3
FIN 475	International Business Finance		3
MGT 310	Human Resource Management		3
MGT 320	Contemporary Management Principles/Practices		3
MGT 350	Employment Relations: The Legal Environment		3
MGT 474	Human Resource Planning and Development		3
Human Resource Management Group 1 - Select 3 credits from following:			3
MGT 410	Leadership and Organizational Behavior		
MGT 411	Leading High Performance Teams		
MGT 473	Employment Relations: Labor and Management		
MGT 476	Negotiation and Conflict Management		
MGT 486A	Practicum: Consulting		
International Business Group 2 - Global Focus			3
International Business Group 3 - Experiential Learning Requirement			3
Total Credits			30

Senior

BUS 479	Strategic Management	4A,4C	3
MGT 301	Supply Chain Management		3
MGT 374	Total Rewards and Performance Management		3
MGT 435	Global Ethical Leadership Stakeholder Mgmt		3
MGT 475	International Business Management		3
MGT 479	Strategic Human Resource Management		3
MKT 300	Marketing	4B	3
Human Resource Management Group 1 - Select 3 credits from following:			3
MGT 410	Leadership and Organizational Behavior		
MGT 411	Leading High Performance Teams		
MGT 473	Employment Relations: Labor and Management		
MGT 476	Negotiation and Conflict Management		
MGT 486A	Practicum: Consulting		
International Business Group 1 - Select one course from the following:			3
MGT 468	Negotiating Globally		
MGT 478	Global Supply Chain Management		
MKT 365	International Marketing		
International Business Group 3 - Experiential Learning Requirement			3
Total Credits			30
Program Total Credits:			120

Interdisciplinary: International Business Group 2 – Global Focus (6 credits)

Code	Title	Credits			
Select 6 credits from the following:			6		
AM 430	International Retailing	3	ECON 442	Economics of International Finance and Policy	3
ANTH 200	Cultures and the Global System (GT-SS3)	3	ECON 460	Economic Development	3
ECON 317	Population Economics	3	GR 320	Cultural Geography	3
ECON 332/POLS 332	International Political Economy	3	HIST 470	World Environmental History, 1500-Present	3
ECON 440	Economics of International Trade and Policy	3	IE 450/SOWK 450	International Social Welfare and Development	3
			IE 470	Women and Development	3
			IE 471	Children and Youth in Global Context	3
			IE 472	Education for Global Peace	3
			IE 478	Managing International Development Programs	3

JTC 412	International Mass Communication	3
NRRT 320	International Issues-Recreation and Tourism	3
POLS 232	International Relations (GT-SS1)	3
POLS 362	Global Environmental Politics	3
POLS 431	International Law	3
POLS 433	International Organization	3
POLS 437	International Security	3
POLS 442	Environmental Politics in Developing World	3
POLS 462	Globalization, Sustainability, and Justice	3
SOC 364	Food, Agriculture and Global Society	3
SPCM 434	Intercultural Communication	3

Immersion: International Business Group 3 – Experiential Learning Requirement (6 credits)

Code	Title	Credits
Select at least one from the following:		6
	Education Abroad experience	
	Internship with global focus	
	L*** language course	

Students are not to utilize the satisfactory/unsatisfactory (S/U) grading option for any Business concentration course or any Business core course (Business and non-Business subject codes) except when a course only allows S/U grading.

Second Concentration Major Completion Map

Distinctive Requirements for Degree Program:

To Declare this Major: Direct entry as a new freshman or transfer to the College of Business is highly selective and only those students meeting

Freshman

Semester 1		Critical	Recommended	AUCC	Credits
BUS 100 or 105	Introduction to Business Exploration of Business		X		1
BUS 201	Foundations of Sustainable Enterprise		X		1
CO 150	College Composition (GT-CO2)		X	1A	3
Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)			X	3A	4
Diversity, Equity, and Inclusion (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion)		X		1C	3
Electives			X		3

Total Credits

15

Semester 2		Critical	Recommended	AUCC	Credits
CIS 200	Business Information Systems		X		3
ECON 202	Principles of Microeconomics (GT-SS1)	X		3C	3
Complete 3 credits from the following:					3
MATH 117	College Algebra in Context I (GT-MA1)			1B	
MATH 118	College Algebra in Context II (GT-MA1)			1B	
MATH 124	Logarithmic and Exponential Functions (GT-MA1)			1B	
MATH 125	Numerical Trigonometry (GT-MA1)			1B	
MATH 126	Analytic Trigonometry (GT-MA1)			1B	

academic requirements will be accepted. For details contact the Office of Admissions.

CSU and the College of Business use holistic review when determining eligibility for admission to the College of Business as a new freshman. An example of a strong candidate for admission to the College of Business is one who is actively involved in their high school and community, has at least a 3.200 GPA with a 1200 or higher on the SAT or a 27 or higher on the ACT. For current admission criteria, contact the CSU Office of Admissions. New freshmen admitted to CSU but not directly to the College of Business will be admitted as “Undeclared Business Interest” and must meet the requirements below. To be eligible for admission to the College, CSU students (including Undeclared Business Interest) must have a 3.000 cumulative GPA on a minimum of 15 graded credits at Colorado State and a grade of B- or higher in ECON 202 and a grade of C- or higher in each course (total of 3 credits) from the following: MATH 117, MATH 118, MATH 124, MATH 125, MATH 126, MATH 141, or a higher level calculus course.

External transfer students who have completed a minimum of 15 graded credits with a 3.000 cumulative GPA and a grade of B- or higher in ECON 202 and a grade of C- or higher in each course (total of 3 credits) from the following: MATH 117, MATH 118, MATH 124, MATH 125, MATH 126, MATH 141, or a higher level calculus course. External transfer students who do not meet the above criteria will be admitted to Undeclared and must complete the requirements stated above.

To Prepare for First Semester: The Curriculum for the Business Administration- Human Resource Management concentration assumes students will be able to successfully complete the College of Business Math requirement within the first year.

The College of Business requires a minimum grade point average of 2.000 in business and economics courses as a graduation requirement.

MATH 141	Calculus in Management Sciences (GT-MA1)		X	1B	
(or higher level calculus course)					
Historical Perspectives (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives)			X	3D	3
Electives			X		3
BUS 100 or BUS 105 and CO 150 must be completed by the end of Semester 2.		X			
Total Credits					15
<i>Sophomore</i>					
Semester 3		Critical	Recommended	AUCC	Credits
ACT 210	Introduction to Financial Accounting		X		3
BUS 220	Ethics in Contemporary Organizations (GT-AH3)			3B	3
ECON 204	Principles of Macroeconomics (GT-SS1)		X	3C	3
STAT 204	Statistics With Business Applications (GT-MA1)			1B	3
Biological and Physical Sciences (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences)			X	3A	3
Total Credits					15
Semester 4		Critical	Recommended	AUCC	Credits
ACT 220	Introduction to Managerial Accounting		X		3
BUS 260	Social-Ethical-Regulatory Issues in Business				3
BUS 300	Business Writing and Communication (GT-CO3)		X	2	3
International Business Group 2 - Global Focus			X		3
Arts and Humanities (http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities)			X	3B	3
Total Credits					15
<i>Junior</i>					
Semester 5		Critical	Recommended	AUCC	Credits
CIS 370	Business Analytics				3
FIN 300	Principles of Finance			4A,4B	3
MGT 320	Contemporary Management Principles/Practices		X		3
Human Resource Management Group 1 - Select 3 credits from following:		X			3
MGT 410	Leadership and Organizational Behavior	X			
MGT 411	Leading High Performance Teams	X			
MGT 473	Employment Relations: Labor and Management	X			
MGT 476	Negotiation and Conflict Management	X			
MGT 486A	Practicum: Consulting				
International Business Group 2 - Global Focus			X		3
Total Credits					15
Semester 6		Critical	Recommended	AUCC	Credits
FIN 475	International Business Finance		X		3
MGT 310	Human Resource Management		X		3
MGT 350	Employment Relations: The Legal Environment		X		3
MGT 474	Human Resource Planning and Development		X		3
International Business Group 3 - Experiential Learning Requirement			X		3
Total Credits					15
<i>Senior</i>					
Semester 7		Critical	Recommended	AUCC	Credits
MGT 301	Supply Chain Management	X			3
MGT 374	Total Rewards and Performance Management	X			3
MGT 435	Global Ethical Leadership Stakeholder Mgmt	X			3
MGT 475	International Business Management	X			3

MKT 300	Marketing	X	4B	3
Total Credits				15
Semester 8		Critical	Recommended AUCC	Credits
BUS 479	Strategic Management	X	4A,4C	3
MGT 479	Strategic Human Resource Management	X		3
Human Resource Management Group 1 - Select one course from the following:		X		3
MGT 410	Leadership and Organizational Behavior	X		
MGT 411	Leading High Performance Teams	X		
MGT 473	Employment Relations: Labor and Management	X		
MGT 476	Negotiation and Conflict Management	X		
MGT 486A	Practicum: Consulting			
International Business Group 1 - Select one course from the following:		X		3
MKT 365	International Marketing	X		
MGT 468	Negotiating Globally	X		
MGT 478	Global Supply Chain Management	X		
International Business Group 3 - Experiential Learning Requirement		X		3
The benchmark courses for the 8th semester are the remaining courses in the entire program of study.		X		
Total Credits				15
Program Total Credits:				120