



Department of Management  
Bachelor of Science in Business in Management  
Major: **Human Resource Management**  
For students entering under UG Catalog 2023-2024

YEAR ONE					
FALL SEMESTER	✦	Credits	SPRING SEMESTER	✦	Credits
ACIS 1504: Introduction to Business Analytics & Business Intelligence <sup>1,2</sup>	M	3	ACIS 2115: Principles of Accounting <sup>1,2</sup>	M	3
MATH 1524: Business Calculus <sup>1,2</sup>	5f	4	ECON 2005: Principles of Economics <sup>1,2</sup>	3	3
MGT 1104: Foundations of Business <sup>2</sup>	M	3	*BIT 2405: Introduction to Business Statistics, Analytics, & Modeling <sup>1,2</sup>	5f	3
ENGL 1105: First-Year Writing <sup>3</sup> or COMM 1015: Communication Skills <sup>3</sup>	1f	3	*ENGL 1106: First-Year Writing <sup>3</sup> or *COMM 1016: Communication Skills <sup>3</sup>	1f	3
Critical Thinking in the Humanities	2	3	HTM or MGT 2314: Introduction to International Business <sup>2</sup>	C	3
			MGT 2104: Careers in Management	M	1
<b>Total</b>		<b>16</b>	<b>Total</b>		<b>16</b>
YEAR TWO					
FALL SEMESTER	✦	Credits	SPRING SEMESTER	✦	Credits
*ACIS 2116: Principles of Accounting <sup>1,2</sup>	C	3	*#MGT 3324: Organization Behavior	M	3
*ECON 2006: Principles of Economics <sup>1,2</sup>	3	3	*#MGT 3604: Managerial Analytics	M	3
*BIT 2406: Introduction to Business Statistics, Analytics, & Modeling <sup>1,2</sup>	5a	3	*#MGT 2114: Principles of Project Management <sup>4</sup>	M	3
*#MGT 3404: Principles of Management <sup>2</sup>	M	3	*#MGT 3424: Human Resource Staffing & Development	M	3
#MGT 3344: Employee & Labor Relations <sup>5</sup>	M	3	PSYC 1004: Introductory Psychology or SOC 1004: Introductory Sociology	M	3
Reasoning in the Natural Sciences	4	3			
<b>Total</b>		<b>18</b>	<b>Total</b>		<b>15</b>
YEAR THREE					
FALL SEMESTER	✦	Credits	SPRING SEMESTER	✦	Credits
*#MKTG 3104: Marketing Management <sup>2</sup>	C	3	*#MGT 4414: Compensation & Performance Management <sup>6</sup>	M	3
*#FIN 3104: Introduction to Finance <sup>2</sup>	C	3	Reasoning in the Natural Sciences	4	3
*#BIT 3414: Operations & Supply Chain Management <sup>2</sup>	C	3	*#FIN 3054: Legal & Ethical Environments of Business <sup>2</sup>	C	3
*#MHR Elective (see page 2)	M	3	Critique & Practice in the Arts	6a	3
Free Elective	M	3	Free Elective		3
<b>Total</b>		<b>15</b>	<b>Total</b>		<b>15</b>
YEAR FOUR					
FALL SEMESTER	✦	Credits	SPRING SEMESTER	✦	Credits
*#MGT 4334: Ethical Leadership	M/7/1a	3	*#MGT 4344: Productivity & Quality Leadership	M	3
Critical Thinking in the Humanities	2	3	*#MGT 4394: Strategic Management <sup>2</sup>	C	3
Critique & Practice in Design	6d	3	Free Elective		3
Free Elective		3	Free Elective		3
Free Elective		3	Free Elective		3
<b>Total</b>		<b>15</b>	<b>Total</b>		<b>15</b>

✦	C = Degree Core Required Course	M = Major Required Course
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All other designations identify Pathways General Education requirements <https://www.pathways.prov.vt.edu/>

### MHR ELECTIVES (choose one – 3 credit hours)

- \*#MGT 2614: Foundations of Management Consulting & Data Analytics
- \*#MGT 3444: Multicultural Diversity in Organizations
- \*#MGT 4314: International Management
- \*#MGT 4354: Leadership Skills

### GENERAL INFORMATION

A total of **125 credit hours** is required for graduation. Any exceptions to this curriculum must be approved by the student's department head and Associate Dean for Pamplin Undergraduate Programs.

**Foreign Language Requirement:** Students who did not successfully complete at least two years of a single foreign, classical, or sign language during high school must successfully complete six credit hours of a single foreign, classical, or sign language at the college level. Courses taken to meet this requirement may not count towards the minimum credit hours required for graduation. Please refer to the Undergraduate Catalog for details.

**Pre-requisites:** Students are responsible for ensuring they have met necessary pre-requisites for all courses. Courses with pre-requisites are noted with \* (e.g. \*BIT 2405). Please refer to the Undergraduate Catalog or academic advisor.

**Transferring Courses:** Requirements and procedures for transferring courses are available <http://pampl.in/transfercreditsteps>.

**Overall and In-Major GPA:** Students must have an overall GPA of 2.0 and an in-major GPA of 2.0 to graduate. Courses used to calculate the in-major GPA are noted with a # (e.g. #MGT 3324).

**Policy 91:** University policy requires a student to make satisfactory academic progress towards a degree in order to remain enrolled at the institution (see footnote 1). Students are responsible for reading and understanding Policy 91 in accordance with Pamplin policies <http://pampl.in/policy91>.

### DEPARTMENT INFORMATION

Relevant to all Human Resource Management Major Tracks<sup>†</sup>

\*MGT 3754: Management Internship & Career Development  
MGT 3954 / 4954: Study Abroad [may enroll up to two times]  
Talent Management Track

MGT 3014: Career Planning Strategy for Mgt Majors

Diversity, Equity, & Inclusion Specialist Track

MGT 2204: Global Business of Pop Culture

MGT/BIT 2404: Multicultural Problem Solving & Analytics

MGT 3444: Multicultural Diversity in Organizations

Learning & Development Track

MGT 3444: Multicultural Diversity in Organizations

Human Resources Analyst/Specialist Track

MGT 2354: Teams, Leadership, and Business: Cultivating Excellence

MGT/BIT 2404: Multicultural Problem Solving & Analytics

\*MGT 4314: International Management

Human Resource Consulting Track

MGT/BIT 2404: Multicultural Problem Solving & Analytics

\*MGT 2614: Foundations of Management Consulting & Data Analytics

\*MGT 3614: Strategy & Competition Analytics

<sup>†</sup>Tracks refer to suggested groupings of free electives.

<sup>1</sup> Policy 91: Pamplin students in a business degree program must complete eight business courses (ACIS 1504, MATH 1524, ACIS 2115-2116, BIT 2405-2406, and ECON 2005-2006) with a grade of C- or higher by 72 attempted credit hours (or 90 attempted credit hours for students with more than 18 transfer credits). Students who have not met the requirements will be notified upon reaching 72 (or 90) credit hours that they must complete the missing course(s) in the next term(s) of enrollment. Failure to do so may result in the student's dismissal from the business degree program. This policy is strictly enforced.

<sup>2</sup> Graduation requirement: Students must achieve a grade of C- or higher in select business courses (ACIS 1504, MATH 1524, ACIS 2115-2116, BIT 2405-2406, ECON 2005-2006, MGT 1104, HTM or MGT 2314, MGT 3404, MKTG 3104, FIN 3104, FIN 3054, BIT 3414, and MGT 4394).

<sup>3</sup> COMM 2004: Public Speaking is required for Human Resource Management majors who did not take COMM 1015-1016: Communication Skills. If ENGL 1105-1106: First-Year Writing are taken, COMM 2004 will satisfy the Pathway 1A: Advanced Discourse requirement. If COMM 1015-1016 are taken, students may use MGT 4334: Ethical Leadership to satisfy the 1A requirement.

<sup>4</sup> Business Information Technology (BIT) and Cybersecurity Management and Analytics (CMA) majors who are double majoring in Human Resource Management may substitute BIT 4484: Project Management for MGT 2114.

<sup>5</sup> Offered only in fall semesters.

<sup>6</sup> Offered only in spring semesters.