



HUMAN RESOURCE MANAGEMENT CONCENTRATION / BBA

ALL CONCENTRATION INFORMATION EFFECTIVE FOR STUDENTS ADMITTED 1/2005 OR THEREAFTER.
REVISED 4/2007

The suggested program presumes that 62 hours of pre-admission requirements and free electives have been earned. Use worksheets and check with the Advisement Center if necessary to calculate earned pre-admission hours. While all the courses are required, there are a number of alternative sequences that are equally satisfactory. Use the worksheet and the catalog to check for prerequisites.

People are the most critical resource of a business. Effective utilization of employee capability is the focus of Human Resource Management (HRM). Evaluating the needs of an organization, finding people to fill those needs, and providing an optimum environment conducive to high levels of motivation and performance are all aspects of the HRM business function. Being current with the latest research, policies and thinking are integral to this concentration. Special attention is given to issues of diversity management and effective team development skills. Classes in this concentration are available to HRM majors and to other undergraduate and graduate students for their elective course work.

A concentration in Human Resources Management requires 15 credit hours of HRM coursework. Students must take MGMT 463 and 464 plus any three 400 level courses from: MGMT 457, 465, 466, 468, 469, 492, and 493, one of which may be a graduate HRM course, if students are eligible to take graduate courses. Other Anderson Schools courses or courses outside the Anderson Schools may be substituted with the prior written approval of the Department Chair for Organizational Studies. The 12 hours of required courses are in bold letters.

HUMAN RESOURCE MANAGEMENT CONCENTRATION COURSES

MGMT 457: Diversity in Organizations
MGMT 463: Employment Law
MGMT 464: Human Resources Theory & Practice
MGMT 465: Labor Relations
MGMT 466: Training and Development
MGMT 468: Compensation and Benefits
MGMT 469: American Indian Business and Management
MGMT 492: Negotiation Strategies
MGMT 493: Internship in OB/HRM (instructor's permission required)

Register for concentration electives throughout your degree program; not all concentration electives are offered every semester.

DEPARTMENT CHAIR Professor Jacqueline Hood
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CONTACT INFORMATION

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SUGGESTED SCHEDULE

JUNIOR YEAR

FIRST SEMESTER

<input type="checkbox"/>	MGMT 300: Operations Management	3 credits
<input type="checkbox"/>	MGMT 303: Managerial Accounting	3 credits
<input type="checkbox"/>	MGMT 306: Org Behavior & Diversity*	3 credits
<input type="checkbox"/>	MGMT 322: Marketing Management	3 credits
<input type="checkbox"/>	Free Elective	3 credits
Total Credit Hours		15 credits

SECOND SEMESTER

<input type="checkbox"/>	MGMT 308: Eth, Pol & Soc Environment	3 credits
<input type="checkbox"/>	MGMT 310: Legal Issues for Managers	3 credits
<input type="checkbox"/>	MGMT 326: Financial Management	3 credits
<input type="checkbox"/>	MGMT 464: HR Theory & Practice	3 credits
<input type="checkbox"/>	Free Electives	6 credits
Total Credit Hours		18 credits

SENIOR YEAR

FIRST SEMESTER

<input type="checkbox"/>	MGMT 450: Computer Based Info Syst	3 credits
<input type="checkbox"/>	MGMT 328: International Management	3 credits
<input type="checkbox"/>	MGMT 463: Employment Law	3 credits
<input type="checkbox"/>	Human Resource Elective	3 credits
<input type="checkbox"/>	Free Electives	6 credits
<input type="checkbox"/>	Graduation Application Due****	
Total Credit Hours		18 credits

SECOND SEMESTER

<input type="checkbox"/>	Human Resource Electives	6 credits
<input type="checkbox"/>	MGMT 498: Strategic Management**	3 credits
<input type="checkbox"/>	Upper-Division Humanities***	3 credits
<input type="checkbox"/>	Free Electives	3 credits
Total Credit Hours		15 credits

*MGMT 306 is a prerequisite for all upper-level HRM classes.

**Students must be within the last 15 hours of graduation to enroll in the class.

***Upper-Division Humanities: One 3-hour course, 300-level or above from: American Studies, Classics, Comparative Literature, English, History, Philosophy, or Religious Studies

****All students must apply for graduation the semester prior to completing their course work. Application Deadlines: Spring: November 1, Summer: April 1, Fall: July 1.