

BUSINESS MANAGEMENT (B.S.BUS.)

The Business Management B.S.Bus. prepares students for diverse opportunities in the fields of management, human resource management, and small business management.

Management Emphasis: This track emphasizes a cross-functional, strategic management perspective, preparing students for general management roles. Students gain insights into strategic decision-making, organizational behavior, and leadership.

Human Resources Management Emphasis: This emphasis prepares students to pursue careers in talent management; including recruitment and selection, employee onboarding, training, and development, compensation and benefits, and employee relations.

Entrepreneurship and Small-Business Management Emphasis: This track equips students with the knowledge and skills needed to successfully operate family businesses and small enterprises. All three emphases integrate the study of organizational behavior, human resources, strategic management, and corporate social responsibility and sustainability, reflecting the importance of people, ethical business practices, and strategic planning in today's business world.

Required course work includes the university requirements (see regulation J-3 (<https://catalog.uidaho.edu/general-requirements-academic-procedures/j-general-requirements-baccalaureate-degrees/>)), the college requirements, and:

Code	Title	Hours
College of Business Requirements (https://catalog.uidaho.edu/colleges-related-units/business-economics/#generalgraduationrequirements)		54-57
Major Requirements		12-27
Total Hours		66-84

Major Requirements

Code	Title	Hours
Emphases		
Select one of the following emphases:		21-27
Management (https://catalog.uidaho.edu/colleges-related-units/business-economics/business/management-human-resources-bsbus/#management)		
Human Resources Management (https://catalog.uidaho.edu/colleges-related-units/business-economics/business/management-human-resources-bsbus/#humanresourcesmanagement)		
PGA Golf Management (https://catalog.uidaho.edu/colleges-related-units/business-economics/business/management-human-resources-bsbus/#pgagolfmanagement)		
Entrepreneurship and Small Business Management (https://catalog.uidaho.edu/colleges-related-units/business-economics/business/management-human-resources-bsbus/#entrepreneurshipandsmallbusinessmanagement)		
Total Hours		21-27

A. Management Emphasis

Code	Title	Hours
Management Elective		
MGT 315	Corporate Social Responsibility and Sustainability	3
MGT 411	Acquiring Human Capital	3
MGT 416	Managing Reward Systems	3
MGT 417	Deploying and Developing Human Capital	3
MGT 418	Managing Organization Design and Leading Changes	3
MGT 441	Maintaining Employee and Labor Relations	3
Cross-Functional Management Electives		9
Select THREE 300- or 400-level CBE courses from at least three different functional areas (e.g., ACCT, ECON, ENTR, FIN, MIS, MKTG, OM., PGA)		
Total Hours		27

Courses to total 120 credits for this degree

B. Human Resources Management Emphasis

Code	Title	Hours
MGT 315	Corporate Social Responsibility and Sustainability	3
MGT 411	Acquiring Human Capital	3
MGT 416	Managing Reward Systems	3
MGT 417	Deploying and Developing Human Capital	3
MGT 418	Managing Organization Design and Leading Changes	3
MGT 441	Maintaining Employee and Labor Relations	3
HR Decision-Making Elective		
Select one course from the following:		3-4
ACCT 385	Cost and Management Accounting	
ACCT 482	Enterprise Accounting	
ECON 453	Econometrics	
GEOG 385	Foundations of GIS	
MIS 353	Application Development	
MIS 355	Systems Analysis & Administration	
MIS 453	Database Design	
MIS 455	Data Management for Big Data	
MKTG 421	Marketing Research & Analysis	
OM 439	Systems and Simulation	
ORGS 444	Methods and Analysis in Organizational Science	
PSYC 218	Introduction to Research in the Behavioral Sciences	
PSYC 416	Industrial/Organizational Psychology	
PSYC 430	Tests and Measurements	
Specialized Electives		
Select one course from the following:		3-4
AOLL 560	Career Development in Organizations	
COMM 347	Persuasion	
COMM 410	Conflict Management	
COMM 355	Organizational Communication	
CTE 472	Teaching and Learning in Organizations	

ECON 441	Labor Economics	
EDCI 301	Learning, Development, and Assessment	
INDT 362	Behavior Based Safety	
JAMM 350	Public Relations Writing and Production	
MGT 398	Internship	
MIS 454	Issues in Information Systems	
ORGS 305	Nonprofit Organizations	
PGA 251	PGA Golf Management II	
PGA 385	PGA Golf Management III	
POLS 451	Public Administration	
PSYC 390	Psychology of Learning	
PSYC 440	Psychology of Judgement and Decision Making	
PSYC 541	Human Relations in the Workplace	
SOC 201	Introduction to Inequity and Justice	
Total Hours		24-26

Courses to total 120 credits for this degree

C. Entrepreneurship and Small-Business Management Emphasis²

Code	Title	Hours
MGT 311	Introduction to Management	3
Choose three courses from the following:		9
MGT 315	Corporate Social Responsibility and Sustainability	
MGT 411	Acquiring Human Capital	
MGT 416	Managing Reward Systems	
MGT 417	Deploying and Developing Human Capital	
MGT 418	Managing Organization Design and Leading Changes	
MGT 441	Maintaining Employee and Labor Relations	
Complete the requirements for the following: ¹		12
Entrepreneurship Undergraduate Academic Certificate (https://catalog.uidaho.edu/colleges-related-units/business-economics/business/entrepreneurship-undergraduate-academic-certificate/)		
Total Hours		24

¹

In addition to fulfilling the College of Business and Economics core requirement, for this emphasis BUS 490 may be used to fulfill the Technical elective in the Entrepreneurship Undergraduate Academic Certificate (<https://catalog.uidaho.edu/colleges-related-units/business-economics/business/entrepreneurship-undergraduate-academic-certificate/>) requirements.

²

Completing the requirements for this emphasis will also fulfill the requirements for the Small Business Management Undergraduate Academic Certificate (<https://catalog.uidaho.edu/colleges-related-units/business-economics/business/small-business-management-undergraduate-academic-certificate/>).

Courses to total 120 credits for this degree

D. PGA Golf Management Option²

Required course work includes all Management and Human Resources requirements, one of the Management and Human Resources emphases, and:

Code	Title	Hours
PGA 103	Introduction to PGA Golf Management	2
PGA 150	PGA Golf Management I	3
PGA 251	PGA Golf Management II	3
PGA 298	Internship	1-3
PGA 385	PGA Golf Management III	3
PGA 398	Internship	1-3
PGA 105	Introduction to PGA Teaching and Coaching (Level 1)	3
PGA 205	Intermediate PGA Teaching and Coaching (Level 2)	3
PGA 305	Advanced PGA Teaching and Coaching (Level 3)	3
Total Hours		22-26

¹

PGA 251 and PGA 385, together, can be used to meet the requirement for the Specialized Elective or the Marketing & Entrepreneurship Elective.

²

Students must have a 12.0 handicap or better to enter this program. International students can complete the degree requirements, but membership to the PGA of America requires US Citizenship or Resident Alien status.

Courses to total 129 credits for this degree

Management Emphasis

Fall Term 1		Hours
BUS 190	Integrated Business and Value Creation	3
COMM 101	Fundamentals of Oral Communication	3
ENGL 101	Writing and Rhetoric I	3
MATH 143	Precalculus I: Algebra	3
Scientific Ways of Knowing Course		4
Hours		16
Spring Term 1		
ENGL 102	Writing and Rhetoric II	3
Humanistic and Artistic Ways of Knowing Course		3
Scientific Ways of Knowing Course		4
American Diversity Course		3
Elective Course		1
Hours		14
Fall Term 2		
ACCT 201	Introduction to Financial Accounting	3
BLAW 265	Legal Environment of Business	3
ECON 201	Principles of Macroeconomics	3
PHIL 208	Business Ethics	3
STAT 251	Statistical Methods	3
Hours		15
Spring Term 2		
ACCT 202	Introduction to Managerial Accounting	3
BUS 354	Business Analytics	3
ECON 202	Principles of Microeconomics	3
MGT 310	Leading Organizations and People	3
ENGL 207 OR ENGL 208 OR ENGL 313 OR ENGL 317 OR PHIL 201		3
Hours		15

Fall Term 3		
FIN 301	Financial Resources Management	3
MKTG 321	Marketing	3
MIS 350	Managing Information	3
OM 370	Introduction to Operations and Supply Chain Management	3
Social and Behavioral Ways of Knowing Course		3
Hours		15
Spring Term 3		
MGT 315	Corporate Social Responsibility and Sustainability	3
MGT 411	Acquiring Human Capital	3
MGT 416	Managing Reward Systems	3
MGT 417	Deploying and Developing Human Capital	3
MGT 418	Managing Organization Design and Leading Changes	3
Hours		15
Fall Term 4		
MGT 441	Maintaining Employee and Labor Relations	3
UPDV Economics, Major Elective Course		3
INDT 362 OR OM 378 OR OM 439 OR OM 456 OR OM 470 OR OM 472 OR PGA 386 OR PSYC 440		3
AGEC 333 OR ENTR 414 OR ENTR 415 OR MKTG 324 OR MKTG 420 OR MKTG 421 OR MKTG 422 OR MKTG 424 OR MKTG 425 OR MKTG 426 OR MKTG 427 OR MKTG 482 OR MKTG 495 OR PGA 251 OR PGA 385		3
ACCT 305 OR ACCT 315 OR ACCT 385 OR ACCT 440 OR ACCT 482 OR ACCT 483 OR ECON 407 OR FIN 302 OR FIN 381		3
Hours		15
Spring Term 4		
BUS 490	Strategic Management	3
International Course		3
Elective Course		3
Elective Course		3
ACCT 305 OR GEOG 385 OR MIS 353 OR MIS 355 OR MIS 452 OR MIS 453 OR MIS 454 OR MIS 455		3
Hours		15
Total Hours		120

Human Resources Management Emphasis

Fall Term 1		Hours
COMM 101	Fundamentals of Oral Communication	3
BUS 190	Integrated Business and Value Creation	3
ENGL 101	Writing and Rhetoric I	3
MATH 143	Precalculus I: Algebra	3
Scientific Ways of Knowing Course		4
Hours		16
Spring Term 1		
ENGL 102	Writing and Rhetoric II	3
Humanistic and Artistic Ways of Knowing Course		3
American Diversity Course		3
Scientific Ways of Knowing Course		4
Elective Course		1
Hours		14
Fall Term 2		
ACCT 201	Introduction to Financial Accounting	3
ECON 201	Principles of Macroeconomics	3
BLAW 265	Legal Environment of Business	3
STAT 251	Statistical Methods	3
PHIL 208	Business Ethics	3
Hours		15
Spring Term 2		
ACCT 202	Introduction to Managerial Accounting	3
ECON 202	Principles of Microeconomics	3
BUS 354	Business Analytics	3

MGT 310	Leading Organizations and People	3
ENGL 207 OR ENGL 208 OR ENGL 313 OR ENGL 317 OR PHIL 201		3
Hours		15
Fall Term 3		
FIN 301	Financial Resources Management	3
MKTG 321	Marketing	3
MIS 350	Managing Information	3
OM 370	Introduction to Operations and Supply Chain Management	3
Social and Behavioral Ways of Knowing Course		3
Hours		15
Spring Term 3		
MGT 315	Corporate Social Responsibility and Sustainability	3
MGT 411	Acquiring Human Capital	3
MGT 418	Managing Organization Design and Leading Changes	3
UPDV Economics, Major Elective Course		3
Elective Course		3
Hours		15
Fall Term 4		
MGT 417	Deploying and Developing Human Capital	3
MGT 441	Maintaining Employee and Labor Relations	3
Decision Making, Major Elective Course		3
Specialized, Major Elective Course		3
Elective Course		3
Hours		15
Spring Term 4		
BUS 490	Strategic Management	3
MGT 416	Managing Reward Systems	3
International Course		3
Elective Course		3
Elective Course		3
Hours		15
Total Hours		120

Entrepreneurship and Small-Business Management Emphasis

Fall Term 1		Hours
BUS 190	Integrated Business and Value Creation	3
COMM 101	Fundamentals of Oral Communication	3
ENGL 101	Writing and Rhetoric I	3
MATH 143	Precalculus I: Algebra	3
Scientific Ways of Knowing Course		4
Hours		16
Spring Term 1		
ENGL 102	Writing and Rhetoric II	3
Humanistic and Artistic Ways of Knowing Course		3
Scientific Ways of Knowing Course		4
American Diversity Course		3
Elective Course		1
Hours		14
Fall Term 2		
ACCT 201	Introduction to Financial Accounting	3
BLAW 265	Legal Environment of Business	3
ECON 201	Principles of Macroeconomics	3
STAT 251	Statistical Methods	3
PHIL 208	Business Ethics	3
Hours		15
Spring Term 2		
ACCT 202	Introduction to Managerial Accounting	3
BUS 354	Business Analytics	3
ECON 202	Principles of Microeconomics	3

MGT 310	Leading Organizations and People	3
ENGL 207 OR ENGL 208 OR ENGL 313 OR ENGL 317 OR PHIL 201		3
Hours		15
Fall Term 3		
FIN 301	Financial Resources Management	3
MKTG 321	Marketing	3
MIS 350	Managing Information	3
OM 370	Introduction to Operations and Supply Chain Management	3
Social and Behavioral Ways of Knowing Course		3
Hours		15
Spring Term 3		
MGT 315	Corporate Social Responsibility and Sustainability	3
MGT 411	Acquiring Human Capital	3
MGT 417	Deploying and Developing Human Capital	3
MGT 418	Managing Organization Design and Leading Changes	3
UPDV ECON, Major Elective Course		3
Hours		15
Fall Term 4		
ACCT 482	Enterprise Accounting	3
ENTR 414	Entrepreneurship	3
MGT 311	Introduction to Management	3
Specialized, Major Elective Course		3
Elective Course		3
Hours		15
Spring Term 4		
ENTR 415	New Venture Creation	3
BUS 490	Strategic Management	3
Specialized, Major Elective Course		3
International Course		3
Elective Course		3
Hours		15
Total Hours		120

PGA Golf Management Emphasis

Fall Term 1		Hours
BUS 190	Integrated Business and Value Creation	3
COMM 101	Fundamentals of Oral Communication	3
ENGL 101	Writing and Rhetoric I	3
MATH 143	Precalculus I: Algebra	3
PGA 103	Introduction to PGA Golf Management	2
Scientific Ways of Knowing Course		4
Hours		18
Spring Term 1		
ENGL 102	Writing and Rhetoric II	3
PGA 150	PGA Golf Management I	3
Scientific Ways of Knowing Course		4
Humanistic and Artistic Ways of Knowing Course		3
American Diversity Course		3
Hours		16
Summer Term 1		
PGA 298	Internship	2
Hours		2
Fall Term 2		
ACCT 201	Introduction to Financial Accounting	3
BLAW 265	Legal Environment of Business	3
ECON 201	Principles of Macroeconomics	3
PGA 251	PGA Golf Management II	3
STAT 251	Statistical Methods	3
Hours		15

Spring Term 2

ACCT 202	Introduction to Managerial Accounting	3
BUS 354	Business Analytics	3
ECON 202	Principles of Microeconomics	3
MGT 310	Leading Organizations and People	3
PGA 105	Introduction to PGA Teaching and Coaching (Level 1)	3
Hours		15

Summer Term 2

PGA 298	Internship	2
Hours		2

Fall Term 3

FIN 301	Financial Resources Management	3
MKTG 321	Marketing	3
MIS 350	Managing Information	3
OM 370	Introduction to Operations and Supply Chain Management	3
PGA 205	Intermediate PGA Teaching and Coaching (Level 2)	3
Hours		15

Spring Term 3

MGT 315	Corporate Social Responsibility and Sustainability	3
MGT 411	Acquiring Human Capital	3
MGT 417	Deploying and Developing Human Capital	3
PGA 385	PGA Golf Management III	3
UPDV Economics, Major Elective Course		2
MGT 416 OR MGT 418 OR MGT 441		3
Hours		17

Summer Term 3

PGA 398	Internship	3
Hours		3

Fall Term 4

Social and Behavioral Ways of Knowing Course		3
INDT 362 OR OM 378 OR OM 439 OR OM 456 OR OM 470 OR OM 472 OR PGA 386 OR PSYC 440		3
AGEC 333 OR ENTR 414 OR ENTR 415 OR MKTG 324 OR MKTG 420 OR MKTG 421 OR MKTG 422 OR MKTG 424 OR MKTG 425 OR MKTG 426 OR MKTG 427 OR MKTG 482 OR MKTG 495 OR PGA 251 OR PGA 385		3
ACCT 305 OR ACCT 315 OR ACCT 385 OR ACCT 440 OR ACCT 482 OR ACCT 483 OR ECON 407 OR FIN 302 OR FIN 381		3
ENGL 207 OR ENGL 208 OR ENGL 313 OR ENGL 317 OR PHIL 201		3
Hours		15

Spring Term 4

BUS 490	Strategic Management	3
PHIL 208	Business Ethics	3
International Course		3
PGA 305 Advanced PGA Teaching and Coaching (Level 3)		3
ACCT 305 OR GEOG 385 OR MIS 353 OR MIS 355 OR MIS 452 OR MIS 453 OR MIS 454 OR MIS 455		3
Hours		15

Summer Term 4

PGA 398	Internship	3
Hours		3
Total Hours		136

The degree map is a guide for the timely completion of your curricular requirements. Your academic advisor or department may be contacted for assistance in interpreting this map. This map is not reflective of your academic history or transcript and it is not official notification of completion of degree or certificate requirements. Please contact the Registrar's Office regarding your official degree/certificate completion status.

Entrepreneurship and Small-Business Management Emphasis

1. Students will identify recruiting best practices (MGT 411).
2. Students will identify training best practices (MGT 417).