MANAGEMENT AND HUMAN RESOURCES (B.S.BUS.)

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

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>College of Business Requirements (<a href="https://catalog.uidaho.edu/colleges-related-units/business-economics/#generalgraduationrequirementstext">https://catalog.uidaho.edu/colleges-related-units/business-economics/#generalgraduationrequirementstext</a>)</td>
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<tr>
<td>Major Requirements</td>
<td></td>
<td>21-47</td>
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<td>Total Hours</td>
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<td>75-104</td>
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</table>

## Major Requirements

### Code

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>MHR 411</td>
<td>Acquiring Human Capital</td>
<td>3</td>
</tr>
<tr>
<td>MHR 417</td>
<td>Deploying and Developing Human Capital</td>
<td>3</td>
</tr>
</tbody>
</table>

### Emphases

Select one of the following emphases: 15-41

- Management (p. 1)
- Human Resources Management (p. 1)
- PGA Golf Management (p. 2)
- Entrepreneurship and Small Business Management (p. 2)

### Total Hours

21-47

### A. Management Emphasis

#### Code

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MHR 416</td>
<td>Managing Reward Systems</td>
<td>3</td>
</tr>
<tr>
<td>MHR 418</td>
<td>Managing Organization Design and Leading Changes</td>
<td>3</td>
</tr>
<tr>
<td>MHR 441</td>
<td>Maintaining Employee and Labor Relations</td>
<td>3</td>
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</tbody>
</table>

### Operations Management Elective

Select one course from the following: 3

- INDT 362 Behavior Based Safety
- OM 378 Project Management
- OM 439 Systems and Simulation
- OM 456 Quality Management
- OM 470 Supply Chain Management
- OM 472 Operations Planning and Scheduling
- PGA 386 Food and Beverage Hospitality with Lab
- PSYC 440 Psychology of Judgement and Decision Making

### Marketing and Entrepreneurship Elective

Select one course from the following: 3-4

- AGEC 333 Introduction to Sales
- ENTR 414 Entrepreneurship
- ENTR 415 New Venture Creation
- MKTG 324 Consumer Behavior
- MKTG 420 Integrated Marketing Communication

### B. Human Resources Management Emphasis

#### Code

<table>
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</thead>
<tbody>
<tr>
<td>MHR 416</td>
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<td>3</td>
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<tr>
<td>MHR 418</td>
<td>Managing Organization Design and Leading Changes</td>
<td>3</td>
</tr>
<tr>
<td>MHR 441</td>
<td>Maintaining Employee and Labor Relations</td>
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</tbody>
</table>

### 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 GIS Primer
- MIS 353 Application Development
- MIS 355 Systems Analysis & Administration
- MIS 453 Database Design
- MKTG 421 Marketing Research & Analysis
- MKTG 422 Sales Management
- MKTG 424 Pricing Strategy and Tactics
- MKTG 425 Retail Distribution Mgmnt
- MKTG 426 Marketing Channels Management
- MKTG 427 Services Marketing
- MKTG 482 International Marketing
- MKTG/FSP 495 Product Development and Brand Management
- PGA 251 PGA Golf Management II
- PGA 385 PGA Golf Management III
- ACCT 305 Accounting Information Systems
- ACCT 315 Intermediate Financial Accounting I
- ACCT 385 Cost and Management Accounting
- ACCT 440 Fraud Examination
- ACCT 482 Enterprise Accounting
- ACCT 483 Fundamentals of Federal Taxation
- ECON 407 Public Finance
- FIN 302 Intermediate Financial Management
- FIN 381 International Finance
- ACCT 305 Accounting Information Systems
- GEOG 385 GIS Primer
- MIS 353 Application Development
- MIS 355 Systems Analysis & Administration
- MIS 452 Business Telecommunications Management
- MIS 453 Database Design
- MIS 454 Issues in Information Systems
- MIS 455 Data Management for Big Data
- ACCT 305 Accounting Information Systems
- GEOG 385 GIS Primer
- MIS 353 Application Development
- MIS 355 Systems Analysis & Administration
- MIS 452 Business Telecommunications Management
- MIS 453 Database Design
- MIS 454 Issues in Information Systems
- MIS 455 Data Management for Big Data

Courses to total 120 credits for this degree
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 courses: 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
INTR 316  Explore Mentoring & Leadership
JAMM 350  Public Relations Writing and Production
MIS 454  Issues in Information Systems
ORGS 305  Nonprofit Organizations
PGA 251  PGA Golf Management II
PGA 298  Internship
PGA 385  PGA Golf Management III
PGA 398  Internship
RSTM 105  Teaching Golf I
RSTM 205  Teaching Golf II
RSTM 305  Teaching Golf III

Total Hours 15-17

Courses to total 120 credits for this degree

D. PGA Golf Management Option
Required course work includes all Management and Human Resources requirements, one of the Management and Human Resources emphases, and:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>PGA 103</td>
<td>Introduction to PGA Golf Management</td>
<td>2</td>
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<tr>
<td>PGA 150</td>
<td>PGA Golf Management I</td>
<td>3</td>
</tr>
<tr>
<td>PGA 251</td>
<td>PGA Golf Management II</td>
<td>3</td>
</tr>
<tr>
<td>PG 298</td>
<td>Internship</td>
<td>4</td>
</tr>
<tr>
<td>PGA 385</td>
<td>PGA Golf Management III</td>
<td>3</td>
</tr>
<tr>
<td>PGA 398</td>
<td>Internship</td>
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<tr>
<td>RSTM 105</td>
<td>Teaching Golf I</td>
<td>2</td>
</tr>
<tr>
<td>RSTM 205</td>
<td>Teaching Golf II</td>
<td>2</td>
</tr>
<tr>
<td>RSTM 305</td>
<td>Teaching Golf III</td>
<td>2</td>
</tr>
</tbody>
</table>

Total Hours 27

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/).

Courses to total 129 credits for this degree

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.

Entrepreneurship and Small-Business Management Emphasis
1. Students will identify recruiting best practices (MHR 411).
2. Students will identify training best practices (MHR 417).