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)), the college requirements, and:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Business Requirements</td>
<td>54-57</td>
<td></td>
</tr>
</tbody>
</table>

Major Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<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:

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

Total Hours

21-47

A. Management Emphasis

<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>
</tr>
</tbody>
</table>

Operations Management Elective

Select one from the following:

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 from the following:

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

MKTG 421  Marketing Research & Analysis
MKTG 422  Sales Management
MKTG 424  Pricing Strategy and Tactics
MKTG 425  Retail Distribution Mgmt
MKTG 426  Marketing Channels Management
MKTG 427  Services Marketing
MKTG 482  International Marketing
MKTG/RMAT 495  Product Development and Brand Management
PGA 251  PGA Golf Management II
PGA 385  PGA Golf Management III

Accounting and Finance Elective

Select one from the following:

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

Management Information Systems Elective

Select one from the following:

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

Total Hours

21-47

Courses to total 120 credits for this degree

B. Human Resources Management Emphasis

<table>
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<tr>
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<th>Hours</th>
</tr>
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<tbody>
<tr>
<td>MHR 416</td>
<td>Managing Reward Systems</td>
<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>
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<td>3</td>
</tr>
</tbody>
</table>

HR Decision-Making Elective

Select one from the following:

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
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  Lrng, Dvlpmnt, & 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 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 Inequalities & Inclusion

**Total Hours** 15-17

**Courses to total 120 credits for this degree**

**C. Entrepreneurship and Small-Business Management Emphasis**

<table>
<thead>
<tr>
<th>Code</th>
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<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MHR 311</td>
<td>Introduction to Management</td>
<td>3</td>
</tr>
<tr>
<td>MHR 418</td>
<td>Managing Organization Design and Leading Changes</td>
<td>3</td>
</tr>
</tbody>
</table>

Complete the requirements for the following: 12

**Specialized Electives (6 cr):**

Work with your advisor to gain approval for a set of electives that will build your knowledge and skill in the industry or type of company that is the focus of your business interests.

**Total Hours** 24

**Courses to total 129 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>
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</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>PGA 298</td>
<td>Internship</td>
<td>1-3</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>
<td>1-3</td>
</tr>
<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 19-23

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

**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.