

SMALL BUSINESS MANAGEMENT UNDERGRADUATE ACADEMIC CERTIFICATE

All required coursework must be completed with a grade of 'C' or better (O-10-a (<https://catalog.uidaho.edu/general-requirements-academic-procedures/o-miscellaneous/>)).

Code	Title	Hours
MHR 310	Leading Organizations and People	3
MHR 311	Introduction to Management	3
Select two of the following:		6
ENTR 414 or ENTR 415	Entrepreneurship New Venture Creation	
MHR 411	Acquiring Human Capital	
MHR 416	Managing Reward Systems	
MHR 417	Deploying and Developing Human Capital	
MHR 418	Managing Organization Design and Leading Changes	
MHR 441	Maintaining Employee and Labor Relations	
ORGS 305	Nonprofit Organizations	
Total Hours		12

Courses to total 12 credits for this Certificate.

Entrepreneurship Emphasis:

1. The student will be able to evaluate the benefits and costs of starting a new business.
2. The student will be more strategic in their entrepreneurial thinking.
3. The student will develop a strong understanding of business models and how to pitch a new business idea.
4. The student will be able to analyze business, industry, and economic information and data, and be able to gauge its relevance to feasibility & managerial decision-making in an entrepreneurial environment

Management Emphasis:

1. The student will develop a strong understanding of the principles that guide effective planning, organizing, leadership, and control in small organizations, large businesses, family businesses and start-ups.
2. The student will understand the principles and practices that help a company attract and acquire talented and motivated human capital.
3. The student will develop a strong understanding of human resource planning, including succession planning and practices needed to address temporary gaps in talent.
4. The student will understand the interplay between business needs and the training and development of employees.
5. The student will acquire the ability to design, execute, and evaluate effective training and leadership development programs.
6. The student will be able to identify and solve organizational design problems taking the business idea and different stakeholder interests as a point of departure.

7. The student will be able to analyze issues related to organizational design and identify potential processes of organizational design change.
8. The student will understand the importance of strategic human resource management and how it contributes to enhancing organizational effectiveness.