

# 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/j-general-requirements-baccalaureate-degrees/>)), the college requirements, and:

Code	Title	Hours
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> )		54-57
<b>Major Requirements</b>		<b>12-27</b>
<b>Total Hours</b>		<b>66-84</b>

## Major Requirements

Code	Title	Hours
<b>Emphases</b>		
Select one of the following emphases:		21-27
Management (p. 1)		
Human Resources Management (p. 1)		
PGA Golf Management (p. 2)		
Entrepreneurship and Small Business Management (p. 1)		
<b>Total Hours</b>		<b>21-27</b>

## A. Management Emphasis

Code	Title	Hours
<b>Management Elective</b>		
MHR 411	Acquiring Human Capital	3
MHR 416	Managing Reward Systems	3
MHR 417	Deploying and Developing Human Capital	3
MHR 418	Managing Organization Design and Leading Changes	3
MHR 441	Maintaining Employee and Labor Relations	3
<b>Cross-Functional Management Electives</b>		<b>9</b>
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)		
<b>Total Hours</b>		<b>24</b>

Courses to total 120 credits for this degree

## B. Human Resources Management Emphasis

Code	Title	Hours
MHR 411	Acquiring Human Capital	3
MHR 416	Managing Reward Systems	3
MHR 417	Deploying and Developing Human Capital	3
MHR 418	Managing Organization Design and Leading Changes	3
MHR 441	Maintaining Employee and Labor Relations	3
<b>HR Decision-Making Elective</b>		

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
MHR 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 21-23**

Courses to total 120 credits for this degree

## C. Entrepreneurship and Small-Business Management Emphasis<sup>2</sup>

Code	Title	Hours
MHR 311	Introduction to Management	3
Choose three courses from the following:		9
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	

Complete the requirements for the following: <sup>1</sup> 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 Option <sup>2</sup>

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
RSTM 105	Teaching Golf I	2
RSTM 205	Teaching Golf II	2
RSTM 305	Teaching Golf III	2
<b>Total Hours</b>		<b>19-23</b>

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 College Algebra	3
Scientific Ways of Knowing Course	4
<b>Hours</b>	<b>16</b>

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
<b>Hours</b>		<b>14</b>

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
<b>Hours</b>		<b>15</b>

Spring Term 2		
ACCT 202	Introduction to Managerial Accounting	3
BUS 354	Business Analytics	3
ECON 202	Principles of Microeconomics	3
MHR 310	Leading Organizations and People	3
ENGL 207 OR ENGL 208 OR ENGL 313 OR ENGL 317 OR PHIL 201		3
<b>Hours</b>		<b>15</b>

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
<b>Hours</b>		<b>15</b>

Spring Term 3		
MHR 411	Acquiring Human Capital	3
MHR 417	Deploying and Developing Human Capital	3
UPDV Economics, Major Elective Course		3
Elective Course		3
MHR 416 OR MHR 418 OR MHR 441		3
<b>Hours</b>		<b>15</b>

Fall Term 4		
Elective Course		3
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
<b>Hours</b>		<b>15</b>

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
<b>Hours</b>		<b>15</b>

**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	College Algebra	3
Scientific Ways of Knowing Course		4
<b>Hours</b>		<b>16</b>
<b>Spring Term 1</b>		
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
<b>Hours</b>		<b>14</b>
<b>Fall Term 2</b>		
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
<b>Hours</b>		<b>15</b>
<b>Spring Term 2</b>		
ACCT 202	Introduction to Managerial Accounting	3
ECON 202	Principles of Microeconomics	3
BUS 354	Business Analytics	3
MHR 310	Leading Organizations and People	3
ENGL 207 OR ENGL 208 OR ENGL 313 OR ENGL 317 OR PHIL 201		3
<b>Hours</b>		<b>15</b>
<b>Fall Term 3</b>		
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
<b>Hours</b>		<b>15</b>
<b>Spring Term 3</b>		
MHR 411	Acquiring Human Capital	3
MHR 418	Managing Organization Design and Leading Changes	3
UPDV Economics, Major Elective Course		3
Elective Course		3
Elective Course		3
<b>Hours</b>		<b>15</b>
<b>Fall Term 4</b>		
MHR 417	Deploying and Developing Human Capital	3
MHR 441	Maintaining Employee and Labor Relations	3
Decision Making, Major Elective Course		3
Specialized, Major Elective Course		3
Elective Course		3
<b>Hours</b>		<b>15</b>
<b>Spring Term 4</b>		
BUS 490	Strategic Management	3
MHR 416	Managing Reward Systems	3
International Course		3
Elective Course		3
Elective Course		3
<b>Hours</b>		<b>15</b>
<b>Total Hours</b>		<b>120</b>

### Entrepreneurship and Small-Business Management Emphasis

<b>Fall Term 1</b>		<b>Hours</b>
BUS 190	Integrated Business and Value Creation	3
COMM 101	Fundamentals of Oral Communication	3
ENGL 101	Writing and Rhetoric I	3

MATH 143	College Algebra	3
Scientific Ways of Knowing Course		4
<b>Hours</b>		<b>16</b>
<b>Spring Term 1</b>		
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
<b>Hours</b>		<b>14</b>
<b>Fall Term 2</b>		
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
<b>Hours</b>		<b>15</b>
<b>Spring Term 2</b>		
ACCT 202	Introduction to Managerial Accounting	3
BUS 354	Business Analytics	3
ECON 202	Principles of Microeconomics	3
MHR 310	Leading Organizations and People	3
ENGL 207 OR ENGL 208 OR ENGL 313 OR ENGL 317 OR PHIL 201		3
<b>Hours</b>		<b>15</b>
<b>Fall Term 3</b>		
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
<b>Hours</b>		<b>15</b>
<b>Spring Term 3</b>		
MHR 411	Acquiring Human Capital	3
MHR 417	Deploying and Developing Human Capital	3
MHR 418	Managing Organization Design and Leading Changes	3
UPDV ECON, Major Elective Course		3
Elective Course		3
<b>Hours</b>		<b>15</b>
<b>Fall Term 4</b>		
ACCT 482	Enterprise Accounting	3
ENTR 414	Entrepreneurship	3
MHR 311	Introduction to Management	3
Specialized, Major Elective Course		3
Elective Course		3
<b>Hours</b>		<b>15</b>
<b>Spring Term 4</b>		
ENTR 415	New Venture Creation	3
BUS 490	Strategic Management	3
Specialized, Major Elective Course		3
International Course		3
Elective Course		3
<b>Hours</b>		<b>15</b>
<b>Total Hours</b>		<b>120</b>

### PGA Golf Management Emphasis

<b>Fall Term 1</b>		<b>Hours</b>
BUS 190	Integrated Business and Value Creation	3
COMM 101	Fundamentals of Oral Communication	3
ENGL 101	Writing and Rhetoric I	3
MATH 143	College Algebra	3

4 Management and Human Resources (B.S.Bus.)

PGA 103	Introduction to PGA Golf Management	2
Scientific Ways of Knowing Course		4
<b>Hours</b>		<b>18</b>
<b>Spring Term 1</b>		
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
<b>Hours</b>		<b>16</b>
<b>Summer Term 1</b>		
PGA 298	Internship	2
<b>Hours</b>		<b>2</b>
<b>Fall Term 2</b>		
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
<b>Hours</b>		<b>15</b>
<b>Spring Term 2</b>		
ACCT 202	Introduction to Managerial Accounting	3
BUS 354	Business Analytics	3
ECON 202	Principles of Microeconomics	3
MHR 310	Leading Organizations and People	3
RSTM 105	Teaching Golf I	2
<b>Hours</b>		<b>14</b>
<b>Summer Term 2</b>		
PGA 298	Internship	2
<b>Hours</b>		<b>2</b>
<b>Fall Term 3</b>		
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
RSTM 205	Teaching Golf II	2
<b>Hours</b>		<b>14</b>
<b>Spring Term 3</b>		
MHR 411	Acquiring Human Capital	3
MHR 417	Deploying and Developing Human Capital	3
PGA 385	PGA Golf Management III	3
UPDV Economics, Major Elective Course		2
MHR 416 OR MHR 418 OR MHR 441		3
<b>Hours</b>		<b>14</b>
<b>Summer Term 3</b>		
PGA 398	Internship	3
<b>Hours</b>		<b>3</b>
<b>Fall Term 4</b>		
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
<b>Hours</b>		<b>15</b>
<b>Spring Term 4</b>		
BUS 490	Strategic Management	3
PHIL 208	Business Ethics	3

RSTM 305	Teaching Golf III	2
International 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
<b>Hours</b>		<b>14</b>
<b>Summer Term 4</b>		
PGA 398	Internship	3
<b>Hours</b>		<b>3</b>
<b>Total Hours</b>		<b>130</b>

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 (MHR 411).
2. Students will identify training best practices (MHR 417).