

HUMAN RESOURCE MANAGEMENT (BBA)

Skills shortages. Work-life balance. Diversity needs. These are just a few of the challenges in finding and retaining talented employees. The BBA in Human Resource Management degree program will help you develop a socially responsible managerial philosophy in directing employees in their personal ambitions and your organizational goals.

Curriculum

All Quinlan School of Business students must complete the University Core Curriculum, Business Core Curriculum, and Undergraduate School of Business program requirements. Students pursuing the BBA degree in Human Resource Management must also complete 15 required hours from the Major Requirements listed below.

Code	Title	Hours
Undergraduate Business Program Requirements		
COMM 103	Business & Professional Speaking	3
Select one of the following: ¹		3-4
MATH 131	Applied Calculus I	
MATH 161	Calculus I	
MGMT 341	Ethics in Business	3
BSAD 220	Career Preparation	2
<i>Writing Intensive</i>		
Select two Writing Intensive courses ²		6
<i>Global Awareness</i>		
Select one of the following: ³		3
ANTH 100	Globalization and Local Cultures	
ANTH 102	Culture, Society, and Diversity	
GLST 101	Introduction to Global Studies	
PLSC 102	International Relations in an Age of Globalization	
Any business course from the International Business major group		
Business Core Curriculum		
ACCT 201	Introductory Accounting I	3
ACCT 202	Introductory Accounting II	3
ECON 201	Principles of Microeconomics	3
ECON 202	Principles of Macroeconomics	3
Select one of the following:		3
FINC 301	Introductory Business Finance	
FINC 334	Principles of Corporate Finance (required for Finance majors and minors)	
INFS 247	Business Information Systems	3
INFS 343	Business Analytics	3
ISSCM 241	Business Statistics	3
LREB 315	Law and the Regulatory Environment of Business I	3
MARK 201	Principles of Marketing	3
MGMT 201	Managing People and Organizations	3
MGMT 304	Strategic Management	3
SCMG 232	Introduction to Supply Chain Management	3
Major Requirements		

In addition to Core Curriculum and Business Core Curriculum requirements, students pursuing the BBA degree in human resource management must complete 15 credit hours in the following courses:

HRER 301	Principles of HR Management	3
Select four of the following:		12
HRER 311	Employment Relations	
HRER 313	Compensation Management	
HRER 317	Human Resource Staffing	
HRER 322	Human Resource Development	
HRER 329	Global HR and Organizational Behavior	
HRER 364	Negotiations for HR Professionals	
HRER 395	Independent Study in Human Resources and Employment Relations	
HRER 399	Special Topics in Human Resources and Employment Relations ⁴	

Total Hours 74-75

- ¹ Students majoring in Finance are strongly encouraged to take MATH 161 Calculus I instead of MATH 131 Applied Calculus I.
² One must be a Quinlan course or ENGL 210 Business Writing.
³ A study abroad experience will also satisfy this requirement.
⁴ Only one HRER 399 Special Topics in Human Resources and Employment Relations class is allowed to count for this major.

Suggested Sequence of Courses

The below sequence of courses is meant to be used as a suggested path for completing coursework. An individual student's completion of requirements depends on course offerings in a given term as well as the start term for a major or graduate study. Students should consult their advisor for assistance with course selection.

Course	Title	Hours
Year 1		
Fall		
ECON 201	Principles of Microeconomics	3
INFS 247	Business Information Systems	3
MATH 131	Applied Calculus I	3
Hours		9
Spring		
ACCT 201	Introductory Accounting I	3
ECON 202	Principles of Macroeconomics	3
Hours		6
Year 2		
Fall		
ACCT 202	Introductory Accounting II	3
BSAD 220	Career Preparation	2
ISSCM 241	Business Statistics	3
HRER 301	Principles of HR Management	3
Hours		11
Spring		
MGMT 201	Managing People and Organizations	3
SCMG 232	Introduction to Supply Chain Management	3
Business Writing Intensive Course		3
Hours		9

Year 3**Fall**

MARK 201	Principles of Marketing	3
COMM 103	Business & Professional Speaking	3
HRER Elective		3
Hours		9

Spring

FINC 301	Introductory Business Finance	3
INFS 343	Business Analytics	3
MGMT 341	Ethics in Business	3
HRER Elective		3
Hours		12

Year 4**Fall**

LREB 315	Law and the Regulatory Environment of Business I	3
Writing Intensive Course		3
HRER Elective		3
Hours		9

Spring

MGMT 304	Strategic Management	3
Global Awareness		3
HRER Elective		3
Hours		9
Total Hours		74

Specialized Requirements**Transfer Students**

At the discretion of the Quinlan School of Business, a maximum of one transfer course (<https://www.luc.edu/quinlan/academics/studentresources/undergraduate/transfercredit/>) taken prior to matriculating at Loyola University Chicago may be allowed to satisfy major requirements.

Study Abroad

Students planning to study abroad are encouraged to meet with their academic advisor early in the planning stage. A student will be permitted to take up to two approved courses in any Quinlan major or minor (and including BA Economics majors). All courses must be approved by the Quinlan Undergraduate Dean.

Important Details

A 2.0 average GPA is required for all attempted business courses. (BA in Economics students must also earn a 2.0 average GPA for all attempted Economics courses).

Quinlan students are limited to double dipping once (that is, counting one course twice) between any major or minor combination, regardless of what program the major or minor is taken in. Non-Quinlan students are limited to double dipping twice (that is, counting two courses twice) between business school minors and/or their respective majors.

Note: You can take four of the five HRER courses required for the Major in any order and two of them if offered during any term.

Additional Undergraduate Graduation Requirements

All Undergraduate students are required to complete the University Core, at least one Engaged Learning course, and UNIV 101. SCPS students are not required to take UNIV 101. Nursing students in the Accelerated BSN program are not required to take core or UNIV 101. You can find more information in the University Requirements (<https://catalog.luc.edu/undergraduate/university-requirements/>) area.

Learning Outcomes

- Interpersonal skills theory
- Understanding of ethical perspectives and sustainable outcomes with respect to all aspects of HR management
- Methods for sustaining employee diversity
- Develop a global perspective as it relates to human resources
- Training, organizing, motivating, and evaluating people in work settings
- Compensation and benefits and employment relations