

# STRATEGIC HUMAN CAPITAL MANAGEMENT CONCENTRATION - BUSINESS ADMINISTRATION (B.S.)

## Admission Criteria:

# Overall GPA - 2.5 if transferring from another concentration.

# Overall GPA – 3.0 for all others

Unless otherwise noted, 120 credits of coursework is required for a baccalaureate degree with a minimum 2.0 overall GPA, and a minimum 2.0 major GPA.

## Degree Requirements Overview

| Code | Title                                | Credits    |
|------|--------------------------------------|------------|
|      | New Student Seminar                  | 1          |
|      | SEEDS General Education Requirements | 15-18      |
|      | Major Requirements                   | 42         |
|      | Concentration Requirements           | 27         |
|      | Free Electives                       | 35-32      |
|      | <b>Total Credits</b>                 | <b>120</b> |

## Major Requirements

| Code   | Title  | Credits |
|--|--|---------|
| <b>Business Administration Required Core</b>   |  |         |
| <i>Business Fundamentals</i>                   |  |         |
| ACCT 204                                       | Fundamentals of Accounting (Students in the Finance concentration take ACCT 201) | 3       |
|  | or ACCT 201 Fundamentals of Financial Accounting                                 |         |
| BSLW 235                                       | Legal, Ethical, and Global Environment of Business                               | 3       |
| BCOM 280                                       | Strategic Business Communications  | 3       |
| INFO 290                                       | Technology in Business   | 3       |
| MGMT 201                                       | Business Ethics and Social Impact  | 3       |
| MGMT 439                                       | Applied Business Strategy  | 3       |
| <i>Integrated Core</i>                         |  |         |
| FINC 300                                       | Integrated Core: Finance   | 3       |
| INFO 300                                       | Integrated Core: Operations Management   | 3       |
| MGMT 300                                       | Integrated Core: Management  | 3       |
| MKTG 300                                       | Integrated Core: Marketing   | 3       |
| <i>Collateral Courses</i>                      |  |         |
| ECON 101                                       | Applied Macroeconomics   | 3       |
| ECON 102                                       | Applied Microeconomics   | 3       |
| INFO 173                                       | Spreadsheet Modeling for Business Decisions                                      | 3       |
| INFO 240                                       | Statistical Methods in Business  | 3       |
| <b>Business Administration Career Learning</b> |  |         |
| BUGN 310                                       | Campus to Career Transition Course I: Prepare for Your Career                    | 0       |

|                      |   |           |
|----------------------|---|-----------|
| BUGN 320             | Campus to Career Transition Course II: On the Job Success | 0         |
| <b>Total Credits</b> |   | <b>42</b> |

## Strategic Human Capital Management Concentration Requirements

| Code   | Title  | Credits   |
|--|--|-----------|
| <b>Concentration Core</b>  |  |           |
| MGMT 310   | Human Capital Management Practicum I               | 1.5       |
| MGMT 316   | Human Resource Management                          | 3         |
| MGMT 327   | Training, Development, and Career Planning         | 3         |
| MGMT 410   | Human Capital Management Practicum II              | 1.5       |
| MGMT 485   | Strategic Human Resource Analytics                 | 3         |
| <b>Concentration Electives</b>   |  |           |
| <i>Complete the following for a total of 9 credits:</i>                      |  | <b>9</b>  |
| Select at least 6 credits from the following:                                |  |           |
| MGMT 315   | Organizational Behavior                            |           |
| MGMT 318   | Leadership   |           |
| MGMT 332   | Diversity In Business                              |           |
| MGMT 416   | Global Talent Management                           |           |
| MGMT 417   | Total Rewards: Compensation and Benefits           |           |
| Select 0-3 credits from the following:                                       |  |           |
| ENTR 201   | The Entrepreneurial Mindset and Innovation         |           |
| MGMT 305   | Negotiations in the Workplace                      |           |
| MGMT 314   | Corporate Social Responsibility: Global Strategies |           |
| MGMT 335   | Small Business Management                          |           |
| MGMT 356   | Cross-Cultural Behavior and Management             |           |
| MGMT 363   | Business and Society                               |           |
| MGMT 392   | Management Cooperative Education                   |           |
| MGMT 431   | Strategic Business Execution                       |           |
| MGMT 436   | Strategic Project Management                       |           |
| MGMT 491   | Business Consulting                                |           |
| MGMT 492   | Special Topics in Management                       |           |
| <b>Major Electives</b>   |  |           |
| Complete 6 credits from the list below.                                      |  | <b>6</b>  |
| <b>Total Credits</b>   |  | <b>27</b> |
| <b>Business Administration Major Electives</b>                               |  |           |
| Code   | Title  | Credits   |
| Required or elective concentration courses will not count as major electives |  |           |
| <b>Cooperative Education</b>   |  |           |
| COED 401   | Cooperative Education Experience I                 | 3-8       |
| COED 402   | Cooperative Education Experience II                | 3-8       |
| COED 403   | Cooperative Education Experience III               | 3-8       |
| COED 404   | Cooperative Education Experience IV                | 3-8       |
| <b>Economics</b>   |  |           |
| ECON 201   | Data Analysis Tools in Economics and Business      | 3         |
| ECON 203   | Fundamental Mathematics for Economics              | 3         |
| ECON 206   | Managerial Economics                               | 3         |
| ECON 207   | Intermediate Microeconomic Analysis                | 3         |
| ECON 208   | Intermediate Macroeconomic Analysis                | 3         |
| ECON 215   | The Economics of Social Problems                   | 3         |

|                         |   |     |                                |  |     |
|-------------------------|---|-----|--------------------------------|--|-----|
| ECON 221                | Economics of Professional Sports                        | 3   | FINC 423                       | Advanced Corporate Finance   | 3   |
| ECON 224                | Financial Economics                                     | 3   | FINC 425                       | Working Capital Management   | 3   |
| ECON 240                | Economics of Time and Mind                              | 3   | FINC 430                       | Financial Derivatives  | 3   |
| ECON 301                | Money and Banking                                       | 3   | FINC 431                       | Advanced International Financial Management                                    | 3   |
| ECON 303                | Economic Growth and Development                         | 3   | FINC 490                       | Advanced Investment Analysis   | 3   |
| ECON 308                | Public Finance  | 3   | FINC 491                       | Cooperative Education in Finance   | 3-8 |
| ECON 310                | Urban and Regional Economics                            | 3   | FINC 495                       | Student Managed Fund   | 3   |
| ECON 311                | Labor Economics   | 3   | <b>Hospitality and Tourism</b> |  |     |
| ECON 314                | Development of Economic Thought                         | 3   | HSET 208                       | Leisure and Recreation in Society  | 3   |
| ECON 317                | Optimization Methods for Economics                      | 3   | HSET 250                       | Introduction to Hospitality and Tourism  | 3   |
| ECON 321                | Economics of Industrial Organization                    | 3   | HSET 255                       | Professional Development in Hospitality, Sports, Events, Tourism               | 3   |
| ECON 324                | Capital Markets and Financial Institutions              | 3   | HSET 260                       | Sport Sales  | 3   |
| ECON 370                | International Economics                                 | 3   | HSET 302                       | Managing Facilities in Hospitality, Sports, Events, and Tourism                | 3   |
| ECON 371                | World Trade and Investment                              | 3   | HSET 315                       | International Tourism Marketing and Management                                 | 3   |
| ECON 381                | Global Economies and Markets                            | 3   | HSET 320                       | Sport Marketing  | 3   |
| ECON 390                | Applied Econometrics                                    | 3   | HSET 321                       | Events and Entertainment Management and Marketing I                            | 3   |
| ECON 395                | Business Forecasting and Analytics                      | 3   | HSET 325                       | Service Management   | 3   |
| ECON 398                | Economics Independent Study                             | 1-3 | HSET 330                       | Resort and Cruise Management   | 3   |
| ECON 405                | Economic Development of Sub-Saharan Africa              | 3   | HSET 335                       | International Experience in Hospitality, Sports, Events, and Tourism           | 3   |
| ECON 408                | Strategic Thinking and Game Theory                      | 3   | HSET 340                       | Restaurant Management and Operations   | 3   |
| ECON 422                | Globalization and World Development                     | 3   | HSET 350                       | Club Management  | 3   |
| ECON 430                | International Macroeconomic Policy                      | 3   | HSET 353                       | Legal Issues in Hospitality and Tourism  | 3   |
| <b>Entrepreneurship</b> |   |     | HSET 354                       | Analytics for Sports and Entertainment Industries                              | 3   |
| ENTR 201                | The Entrepreneurial Mindset and Innovation              | 3   | HSET 355                       | Hospitality, Sports, Events, and Tourism Co-op Ed                              | 3   |
| ENTR 260                | Introduction to Innovation and 3D Printing              | 3   | HSET 356                       | Entertainment, Theme Park, and Attractions Industries                          | 3   |
| ENTR 290                | Special Topics in Entrepreneurship                      | 3   | HSET 360                       | Casino Management  | 3   |
| ENTR 301                | Creating Your Startup Business Model                    | 3   | HSET 365                       | Event Marketing and Management II  | 3   |
| ENTR 302                | Preparing to Pitch and Launch Your Startup              | 3   | HSET 366                       | Hospitality Financial Management   | 3   |
| ENTR 303                | Create and Pitch Your Startup                           | 6   | HSET 370                       | Customer Relationship Management (CRM) Technologies in Hospitality             | 3   |
| ENTR 310                | Entrepreneurial Accounting and Finance                  | 3   | HSET 375                       | Property and Community Association Management                                  | 3   |
| ENTR 320                | Marketing for Entrepreneurs                             | 3   | HSET 380                       | Lodging Management   | 3   |
| ECON 322                | Health Economics and Policy                             | 3   | HSET 385                       | Human Resource Management in Hospitality, Sports, Events, and Tourism          | 3   |
| ENTR 350                | Entrepreneurship Cooperative Education                  | 1-3 | HSET 390                       | Food and Beverage Management   | 3   |
| ENTR 360                | Advanced Innovation and Digitally Mediated Making       | 3   | HSET 392                       | Special Topics in Hospitality Management                                       | 1-6 |
| ECON 381                | Global Economies and Markets                            | 3   | HSET 395                       | Information Systems and Technology in Hospitality, Sports, Events, and Tourism | 3   |
| ENTR 401                | The Legal Entrepreneurial Journey                       | 3   | HSET 480                       | Revenue Management in Hospitality, Sports, Events, and Tourism                 | 3   |
| ENTR 420                | Growing Your Startup Company                            | 3   | HSET 492                       | Independent Study in Hospitality, Sports, Events, and Tourism                  | 1-3 |
| ENTR 460                | Applied Digital Innovation Design, and Lean Fabrication | 3   | HSET 493                       | Special Topics in Leisure and Tourism  | 3   |
| <b>Finance</b>          |   |     | <b>International Business</b>  |  |     |
| FINC 209                | Personal Finance  | 3   | INBS 250                       | Introduction to International Business   | 3   |
| FINC 221                | Introduction to Finance                                 | 3   | INBS 347                       | Export/Import Marketing Process  | 3   |
| FINC 318                | Introduction to Financial Planning                      | 3   | INBS 349                       | International Marketing  | 3   |
| FINC 322                | Corporate Finance                                       | 3   | INBS 350                       | Cross-Cultural Behavior and Negotiation  | 3   |
| FINC 326                | Investments   | 3   |                                |  |     |
| FINC 327                | International Financial Management                      | 3   |                                |  |     |
| FINC 350                | Special Topics in Finance                               | 3   |                                |  |     |
| FINC 361                | Financial Technology                                    | 3   |                                |  |     |
| FINC 372                | Securities Industry Essentials                          | 3   |                                |  |     |
| FINC 391                | Blockchain and Cryptoassets for Finance                 | 3   |                                |  |     |
| FINC 410                | Computer Applications in Economics and Finance          | 3   |                                |  |     |

|   |   |     |  |   |                |
|---|---|-----|--|---|----------------|
| INBS 440                                | International Retailing   | 3   | MGMT 492   | Special Topics in Management                      | 1-3            |
| INBS 482                                | International Business Co-op Ed   | 3   | <b>Marketing</b>   |   |                |
| <b>Information and Decision Science</b> |   |     | MKTG 241   | Consumer Behavior                                 | 3              |
| INFO 230                                | Introduction to Business Co-Op Work Exp                                   | 3-6 | MKTG 250   | Professional Selling                              | 3              |
| INFO 299                                | Special Topics in Data and Technology                                     | 3   | MKTG 307   | Retail Marketing and Management                   | 3              |
| INFO 301                                | Business Decision Making  | 3   | MKTG 309   | Buying and Distribution Strategies                | 3              |
| INFO 306                                | Introduction to Web Development   | 3   | MKTG 310   | Services Marketing                                | 3              |
| INFO 342                                | Information Technology Infrastructure                                     | 3   | MKTG 322   | Customer Relationship Management Practicum        | 3              |
| INFO 351                                | Fundamentals of Project Management  | 3   | MKTG 325   | Practicum in E-Retailing                          | 3              |
| INFO 360                                | MIS Co-Op   | 3   | MKTG 342   | Sales Management                                  | 3              |
| INFO 361                                | Information Technology Projects   | 3   | MKTG 344   | Integrated Marketing Communications               | 3              |
| INFO 366                                | Managing Big Data and Cloud Computing                                     | 3   | MKTG 345   | Nonprofit Operations and Marketing                | 3              |
| INFO 367                                | Introduction to Data Mining   | 3   | MKTG 348   | Digital Marketing                                 | 3              |
| INFO 390                                | Digital Transformation  | 3   | MKTG 350   | Pharmaceutical and Health Care Marketing          | 3              |
| INFO 391                                | Blockchain Technology   | 3   | MKTG 351   | Retail Co-op Education                            | 3              |
| INFO 395                                | Business Analytics and Artificial Intelligence Strategy                   | 3   | MKTG 360   | Brand Management                                  | 3              |
| INFO 414                                | Information Security System Management                                    | 3   | MKTG 365   | Sustainability Marketing                          | 3              |
| INFO 416                                | Business Process Analysis and Enterprise Systems                          | 3   | MKTG 441   | Digital Selling                                   | 3              |
| INFO 470                                | Electronic Commerce: Creating Business Value Using Information Technology | 3   | MKTG 442   | Marketing Research                                | 3              |
| INFO 476                                | Data Mining for Business  | 3   | MKTG 443   | Sales Leadership and Negotiation                  | 3              |
| INFO 488                                | Business Application with Artificial Intelligent (AI) Systems             | 3   | MKTG 446   | Marketing Strategy and Implementation             | 3              |
| INFO 491                                | Independent Study in Information Systems                                  | 3   | MKTG 447   | Marketing Analytics                               | 3              |
| INFO 492                                | Special Topics in Information Systems                                     | 1-3 | MKTG 451   | Internship in Retail Management                   | 3              |
| INFO 496                                | Advanced Systems Analysis and Design                                      | 3   | MKTG 483   | Seminar in Retail Management                      | 3              |
| <b>Management</b>                       |   |     | MKTG 490   | Marketing Co-op Ed                                | 3              |
| MGMT 250                                | Introduction to Neurodiversity and Neuroinclusive Practice                | 3   | MKTG 492   | Independent Study in Marketing                    | 1-3            |
| MGMT 295                                | Elements of Business  | 3   | MKTG 493   | Special Topics in Marketing                       | 1-3            |
| MGMT 305                                | Negotiations in the Workplace   | 3   | <b>Real Estate</b>   |   |                |
| MGMT 314                                | Corporate Social Responsibility: Global Strategies                        | 3   | REAL 204   | Real Estate Principles and Practice               | 3              |
| MGMT 315                                | Organizational Behavior   | 3   | REAL 305   | Commercial Real Estate Analysis                   | 3              |
| MGMT 316                                | Human Resource Management   | 3   | REAL 360   | Mortgage and Fixed Income Analysis                | 3              |
| MGMT 318                                | Leadership  | 3   | REAL 405   | Real Estate Development                           | 3              |
| MGMT 327                                | Training, Development, and Career Planning                                | 3   | REAL 460   | Real Estate Investments                           | 3              |
| MGMT 332                                | Diversity In Business   | 3   | <b>New Student Seminar</b>   |   |                |
| MGMT 335                                | Small Business Management   | 3   | <b>Code</b>  | <b>Title</b>                                      | <b>Credits</b> |
| MGMT 350                                | Neuroinclusive Workplaces and Professional Practice                       | 3   | Students in the Adult Learner program must take GNED 100.  |   |                |
| MGMT 355                                | Neuroinclusive Leadership Development                                     | 3   | Complete one course from the following. Some courses may be restricted by major. Consult with an academic advisor. |   |                |
| MGMT 356                                | Cross-Cultural Behavior and Management                                    | 3   | ADVS 198   | Pathways to Success                               | 1              |
| MGMT 363                                | Business and Society  | 3   | CHEM 190   | Freshman Seminar in Chemistry                     |                |
| MGMT 392                                | Management Cooperative Education  | 3   | FYS 100  | First Year Seminar                                |                |
| MGMT 415                                | Organizational Theory: Macro Approaches                                   | 3   | GNED 100   | Adult Academic Success Seminar                    |                |
| MGMT 416                                | Global Talent Management  | 3   | GNED 199   | New Student Seminar                               |                |
| MGMT 417                                | Total Rewards: Compensation and Benefits                                  | 3   | HPEM 199   | Freshman Seminar in Health and Physical Education |                |
| MGMT 431                                | Strategic Business Execution  | 3   | IDS 155  | Pathways to Adult Learning                        |                |
| MGMT 433                                | Entrepreneurship and Innovation   | 3   | JUST 199   | New Student Seminar                               |                |
| MGMT 436                                | Strategic Project Management  | 3   | MATH 102   | New Student Experience for Mathematical Sciences  |                |
| MGMT 491                                | Business Consulting   | 3   | MUGN 199   | Freshman Seminar for Music Majors                 |                |

|          |   |
|----------|---|
| NURS 199 | Introduction to Nursing                       |
| POLS 199 | Freshman Seminar in Political Science and Law |

|                                  |   |   |   |
|----------------------------------|---|---|---|
| SEEDS: Interactive Communication | 3 | ECON 101 (Fulfills SEEDS: Exploration – Analyzing Cultures and Societies) | 3 |
|----------------------------------|---|---|---|

## SEEDS General Education Requirements

Click here for a list of courses that fulfill the SEEDS requirements. (<http://catalog.montclair.edu/programs/seeds-general-education-requirements/>)

| Code                                    | Title  | Credits      |
|---|--|--------------|
| <b>Foundations</b>                      |  |              |
| <i>Effective Writing I</i>              |  |              |
|   | Complete one Effective Writing I course.   | 3            |
| <i>Effective Writing II</i>             |  |              |
|   | Fulfilled by BCOM 280 in the major.  |              |
| <i>Interactive Communication</i>        |  |              |
|   | Complete one Interactive Communication course.   | 3            |
| <i>Quantitative Reasoning</i>           |  |              |
|   | Fulfilled by INFO 240 in the major.  |              |
| <i>Political and Civic Life</i>         |  |              |
|   | Fulfilled by ECON 102 in the major.  |              |
| <i>World Languages</i>                  |  |              |
|   | Complete two sequential classes in one World Language when starting at the Beginner I or Beginner II level. Complete one class when starting at the Intermediate/Advanced Level. | 3-6          |
| <b>Exploration</b>                      |  |              |
|   | Complete one course from four different Exploration categories.  | 6            |
| <i>Analyzing Cultures and Societies</i> |  |              |
|   | Fulfilled by ECON 101 in the major.  |              |
| <i>Creative Expression</i>              |  |              |
| <i>Ethical Inquiry</i>                  |  |              |
|   | Fulfilled by MGMT 201 in the major.  |              |
| <i>Historical Thinking</i>              |  |              |
| <i>Literary and Artistic Analysis</i>   |  |              |
| <i>Scientific Reasoning</i>             |  |              |
| <b>Total Credits</b>                    |  | <b>15-18</b> |

## Recommended Roadmap to Degree Completion

This recommended degree plan is provided as an outline for students to follow in order to complete their degree requirements within four years and 120 credits. This plan is a recommendation and MUST be used in consultation with their academic advisor. Important note: Students should be aware this plan assumes no pre-requisite coursework is required. If pre-requisite coursework is needed, students may have additional requirements to fulfill which do not appear on the plan.

### First Year

| Fall                       | Credits | Spring  | Credits |
|----------------------------|---------|---|---------|
| New Student Seminar        | 1       | BCOM 280 (Fulfills SEEDS: Effective Writing II)   | 3       |
| SEEDS: Effective Writing I | 3       | INFO 240 (Fulfills SEEDS: Quantitative Reasoning) | 3       |

|   |   |  |           |
|---|---|--|-----------|
| ECON 102 (Fulfills SEEDS: Political and Civic Life) | 3 | MGMT 201 (Fulfills SEEDS: Exploration - Ethical Inquiry) | 3         |
| INFO 173  | 3 | ACCT 204   | 3         |
| MATH 100 (or Free Elective)                         | 3 |  |           |
|   |   | <b>16</b>  | <b>15</b> |

### Second Year

| Fall     | Credits | Spring                     | Credits     |
|----------|---------|----------------------------|-------------|
| INFO 290 |         | 3 MGMT 310                 | 1.5         |
| FINC 300 |         | 3 MGMT 316                 | 3           |
| INFO 300 |         | 3 BSLW 235                 | 3           |
| MGMT 300 |         | 3 BUGN 320                 | 0           |
| MKTG 300 |         | 3 Concentration Elective 1 | 3           |
| BUGN 310 |         | 0 Free Elective            | 3           |
|          |         | <b>15</b>                  | <b>13.5</b> |

### Third Year

| Fall                     | Credits | Spring                       | Credits   |
|--------------------------|---------|------------------------------|-----------|
| SEEDS: World Language 1  | 1       | 3 SEEDS: World Language 2    | 3         |
| MGMT 327                 |         | 3 MGMT 485                   | 3         |
| MGMT 410                 |         | 1.5 Concentration Elective 3 | 3         |
| Concentration Elective 2 |         | 3 Major Elective 1           | 3         |
| Free Elective            |         | 3 Free Elective              | 3         |
| Free Elective            |         | 3                            |           |
|                          |         | <b>16.5</b>                  | <b>15</b> |

### Fourth Year

| Fall                 | Credits | Spring                 | Credits   |
|----------------------|---------|------------------------|-----------|
| SEEDS: Exploration 3 | 3       | 3 SEEDS: Exploration 4 | 3         |
| MGMT 439             |         | 3 Free Elective        | 3         |
| Major Elective 2     |         | 3 Free Elective        | 3         |
| Free Elective        |         | 3 Free Elective        | 3         |
| Free Elective        |         | 3 Free Elective        | 2         |
|                      |         | <b>15</b>              | <b>14</b> |

**Total Credits 120**