

Human Resource Management

The Bachelor of Science in Business Administration (B.S.B.A.) degree in Human Resource Management (HRM) equips graduates with the skills and knowledge necessary to recruit, hire, deploy, and manage human capital strategically in an organization. The program emphasizes a comprehensive understanding of issues involved with workforce management and required core competencies within modern business organizations where employees are regarded as human capital, and effective people management is perceived as the impetus for development of successful long-term competitive strategies. By providing a well-grounded human resources management curricula, graduates are prepared to seek careers in compensation and benefits, performance management, training and development, and generalist positions. This degree program aligns with the Society for Human Resource Management's (SHRM) HR Curriculum Guidebook and Templates.

The B.S.B.A. in Human Resource Management is an included program in the University's accreditation by AACSB International.

Program Requirements

In addition to general University requirements, students seeking the B.S.B.A. in Human Resource Management must meet the requirements listed below. A minimum course grade of "C" is required in all College of Business prerequisites, major, and major-related courses.

Students should consult with their academic advisor for courses which may satisfy both the General Education requirements and common prerequisites.

General Education

In addition to the General Education requirements listed on this page, students must satisfy all additional University requirements, including the Gordon Rule, multicultural, and foreign language requirements. With appropriate planning and coordination with an academic advisor, students may satisfy some of the general University requirements through the General Education curriculum. For a complete listing of general degree requirements, refer to the "[University Requirements](#)" section of this catalog.

General Education Curriculum:

Communication

ENC 1101	English Composition I	3
ENC 1102	English Composition II	3

Mathematics

Choose one course from Group A and one Additional course from either Group A or Group B 6

Group A		
MAC 1105	College Algebra	
MAC 1105C	College Algebra with Lab	
MAC 2311	Analytic Geometry and Calculus I	
MGF 1106	Mathematics for Liberal Arts I	
MGF 1107	Mathematics for Liberal Arts II	
STA 2023	Elements of Statistics	

Group B

MAC 1114	Trigonometry
MAC 1140	Precalculus Algebra
MAC 1147	Precalculus with Trigonometry
MAC 2233	Calculus with Business Applications
MAC 2312	Analytic Geometry and Calculus II
STA 2360	Introduction to Data Science

Social Sciences

Choose one course from Group A and one additional course from either Group A or Group B 6

Group A	
AMH 2020	United States since 1877
ANT 2000	Introduction to Anthropology
ECO 2013	Principles of Economics Macro
POS 2041	American Politics
PSY 2012	General Psychology
SYG 2000	Introduction to Sociology

Group B

AMH 2010	United States to 1877
ANT 2100	Introduction to Archaeology
ANT 2400	Current Cultural Issues
CCJ 2002	Survey of Crime and Justice
COM 2023	Death and Communication
CPO 2002	Comparative Politics
DEP 2004	Human Development Across the Lifespan
EUH 1000	Western Perspectives I
EUH 1001	Western Perspectives II
FIN 2104	Personal Financial Planning
GEA 2000	Nations and Regions of the World
GEB 1011	Introduction to Business
HIS 2050	Explore Gender and Diversity
IDH 1041	Honors Core: Social Sciences
INR 2002	International Politics
MMC 2000	Principles of Mass Communication
PLA 2013	Survey of American Law
SOW 2192	Understanding Relationships in the 21st Century
SPM 2010	Sport in Global Society
SYG 2010	Current Social Problems

Humanities

Choose one course from Group A and one additional course from either Group A or Group B 6

Group A	
ARH 1000	Art Appreciation
LIT 2000	Introduction to Literature
MUL 2010	Music Appreciation
PHI 2010	Introduction to Philosophy
THE 2000	Theatre Appreciation
Group B	
AML 2010	American Literature I
AML 2020	American Literature II

AML 2072	Sex, Money, and Power in American Literature
ARH 2050	Western Survey I: Prehistory to the Medieval Period
ARH 2051	Western Survey II: Renaissance to Contemporary
ART 1015C	Exploring Artistic Vision
ART 2821	The Self, Creativity, Your Career and Visual Culture
CRW 2001	Introduction to Creative Writing
ENL 2010	History of English Literature I
ENL 2020	History of English Literature II
IDH 1040	Honors Core: Humanities
LIT 2030	Introduction to Poetry
MUH 2930	The Music Experience: Special Topics
PHI 2103	Critical Thinking
PHI 2603	Ethics in Contemporary Society
REL 1300	World Religions
SPC 2608	Public Speaking
THE 2300	Survey of Dramatic Literature

Natural Sciences

Choose one course from Group A and one additional course from either Group A or Group B 6

Group A	
AST 1002	Descriptive Astronomy
BSC 1005	General Biology for Non-Majors *
BSC 1085	Anatomy and Physiology I *
BSC 2010	Biology I
CHM 1020	Concepts in Chemistry *
CHM 2045	General Chemistry I *
ESC 2000	Introduction to Earth Science *
EVR 2001	Introduction to Environmental Science
PHY 1020	Conceptual Physics
PHY 2048	Calculus-Based Physics I **, **
PHY 2048C	Calculus-Based Physics I Studio ***
PHY 2053	Algebra-Based Physics I **, **
Group B	
ANT 2511	Biological Anthropology *
AST 2037	Life in the Universe
BOT 2010	General Botany
BSC 1050	Fundamentals of Ecology
BSC 1086	Anatomy and Physiology II *
BSC 2011	Biology II
BSC 2311	Introduction to Oceanography and Marine Biology *
CGS 2020	Introduction to Machine Learning
CHM 2046	General Chemistry II *
CIS 2530	Introduction to Cybersecurity
GLY 2010	Physical Geology *
MCB 1000	Fundamentals of Microbiology *
PHC 2082	Informatics and Your Health

PHY 2049	Calculus-Based Physics II **, **
PHY 2054	Algebra-Based Physics II **, **

- * May be taken with or without lab.
- ** Algebra-Based Physics is usually recommended for non-science majors, while Calculus-Based Physics is recommended for science majors
- *** Although students receive 5 semester hours credit for PHY 2048C, an additional 3 semester science course will be needed to meet General Education requirements.

General Education Electives

Choose an additional course from two of the three areas of Humanities, Social Sciences, and Natural Sciences

Human Resource Management majors should take the following courses to satisfy components of the General Education curriculum courses:

Humanities 3	
SPC 2608	Public Speaking
Mathematics 6	
STA 2023	Elements of Statistics
MAC 2233	Calculus with Business Applications
Social Sciences 3	
ECO 2013	Principles of Economics Macro

Multicultural Requirement

Multicultural Courses

An important component of a liberal education is the study of cultures other than one's own. As such, multiculturalism encompasses the appreciation of the values, expressions, and modes of organization of diverse cultural communities. To further such study, the University of West Florida requires all students pursuing a bachelor's degree to complete at least one course that explores one or more of the dimensions of another culture (language, religion, socio-economic structures, etc.). Students are exempt from this requirement if they have completed an A.A. degree, the general education program at a Florida public institution, or a baccalaureate degree.

The requirement is satisfied by the successful completion of a multicultural course designated on the following list. Several of the selections are General Education courses, and students may enroll in these to meet both the General Education and the multicultural requirements.

***Passed by UWF Faculty Senate on 11/08/2002*

This list is continually updated and students are encouraged to check with their advisors for alternative options.

AML 2010	American Literature I	3
AML 2020	American Literature II	3
AML 3604	African American Literature	3
AML 3624	Black Women Writers	3
AML 4015	Topics in Nineteenth-Century American Literature	3
AML 4640	Topics in Native American Literature	3
ANT 1001	Anthropology as a Profession	1
ANT 2000	Introduction to Anthropology	3
ANT 2301	Human Sexuality and Culture	3

ANT 3212	Peoples and Cultures of the World	3	LAH 4451	Greater Mexico: Central America from Conquest to the 20th Century	3
ANT 3312	North American Indians	3	LAH 4728	Gender and Sexuality in Latin America from Colonization to Today	3
ANT 3363	Japanese Culture	3	LIT 2000	Introduction to Literature	3
ANT 3403	Cultural Ecology	3	LIT 2030	Introduction to Poetry	3
ANT 4006	Anthropology of Human Rights	3	LIT 3233	Postcolonial Literature	3
ANT 4025	Ritual Use of Human Remains	3	LIT 4036	Topics in Poetry and Poetics	3
ANT 4516	Modern Human Physical Variation	3	LIT 4385	Feminist Theory	3
ARH 1000	Art Appreciation	3	MAN 4102	Management of Diversity	3
ARH 2050	Western Survey I: Prehistory to the Medieval Period	3	MAR 4156	Seminar in International Marketing	3
ARH 3201	Art and Culture in The Global Middle Ages	3	MMC 3743	Communicating Fear: Horror Films and Popular Culture	3
ARH 2051	Western Survey II: Renaissance to Contemporary	3	MMC 3745	Communicating Fear Abroad: International Horror Films & Popular Culture	3
ARH 3590	Non-Western Art	3	MMC 4601	Minorities and the Mass Media	3
ARH 3607	Native American Art	3	MUH 2930	The Music Experience: Special Topics	3
ARH 4302	Late Renaissance Art in Italy	3	MUL 2010	Music Appreciation	3
ARH 4412	The Age of Revolution to Romanticism in Europe: 1750-1850	3	NUR 4615	Community and Public Health Nursing	3
ARH 4450	Modern Art: 1850-1980	3	NUR 4636	Population-based Public Health Nursing	3
ARH 4470	Contemporary Art	3	PHI 3790	African Philosophy	3
ARH 4563	Art of Japan	3	PUR 3404	International Public Relations	3
CCJ 3678	Race, Gender, Ethnicity, and Crime	3	PSY 3860	Positive Psychology	3
COM 3014	Gender Communication	3	SOP 3730	Psychology, Culture, and Society	3
COM 3461	Intercultural Communication	3	SOW 4233	Human Diversity and Social Justice	3
COM 4242	Communication and Christianity	3	SPN 3400	Advanced Stylistics	3
CPO 2002	Comparative Politics	3	SPN 4520	Latin American Culture and Civilization	3
CRW 2001	Introduction to Creative Writing	3	SYO 4421	Sociology of Health, Illness and Health Care	3
EDF 2085	Teaching Diverse Populations	3	SYO 4530	Inequality in America	3
ENG 4013	Introduction to Literary Theory	3			
ENL 2020	History of English Literature II	3			
EUH 1000	Western Perspectives I	3			
EUH 1001	Western Perspectives II	3			
EUH 3203	Modern Europe	3			
EUH 3334	Emperors, Sultans, Dictators, and Democrats: The Balkans	3			
EUH 3411	Rome and the Mediterranean World	3			
EUH 3576	Soviet Union since 1917	3			
FRE 4955	Supervised Foreign Language Field Experience Abroad	1-3			
GEA 2000	Nations and Regions of the World	3			
GEB 4361	International Business	3			
GEO 3421	Cultural Geography	3			
GEO 3471	Geography of World Affairs	3			
HSC 2622	Introduction to Global Health Sciences	3			
HIS 2050	Explore Gender and Diversity	3			
HIS 4262	Rise and Fall of the Portuguese Empire	3			
IDH 1040	Honors Core: Humanities	3			
IDH 1041	Honors Core: Social Sciences	3			
INR 2002	International Politics	3			
LAH 4135	Spanish Conquest of the Americas	3			
LAH 4131	'Atlantic Indians': How Indigenous and African Peoples Shaped Europe & the Americas	3			

Civic Literacy Requirement

The 2017 Florida Legislature amended [Section 1007.25, Florida Statutes](#), to require students **initially entering a State University System (SUS) and/or Florida College System (FCS) institution in 2018-2019** and thereafter to demonstrate competency in civic literacy. The 2021 Legislature further amended Florida Statutes, requiring students to complete both a civic literacy course and an exam. As a result, there are three cohorts of students currently matriculating at Florida public institutions subject to varying requirements. As demonstrated in the table below, the exact civic literacy requirements are based on the academic term in which a student first enrolled in a Florida public institution.

Students Included in Cohort	Civic Literacy Competency Requirement
Cohort 1: Students first entering the SUS or FCS prior to fall 2018	None
Cohort 2: Students first entering the SUS or FCS in fall 2018 – summer A 2021	Complete a course or exam
Cohort 3: Students first entering the SUS or FCS in summer B 2021 (on or after July 1, 2021) and thereafter	Complete both a course and exam

Additionally, the 2021 Legislature made two additional exceptions: approving the use of accelerated mechanisms for meeting the

course competency requirement and exempting high school students who pass the Florida Civic Literacy Exam in high school from the postsecondary exam requirement. These two changes are in effect for Cohort 3.

There are multiple ways to satisfy this requirement. Students should work with their academic advisor to determine which option is best for their degree requirements/degree plan.

Additional information can be found on our [Civic Literacy](#) website.

*BOG 8.006; s.1007.25(4,a-b)

Common Prerequisites

State-mandated common prerequisites must be completed prior to graduation, but are not required for admission to the program. See the [Common Prerequisite Manual](#) for course substitutions from Florida colleges and universities.

ACG 2021	Principles of Financial Accounting	3
ACG 2071	Principles of Managerial Accounting	3
CGS 2570	Personal Computer Applications	3
ECO 2013	Principles of Economics Macro *	3
ECO 2023	Principles of Economics Micro	3
MAC 2233	Calculus with Business Applications *	3
STA 2023	Elements of Statistics *	3
Total Hours		21

* Indicates common prerequisites which can be used to satisfy General Education requirements

Lower Division Electives

Students must complete sufficient 1000/2000 level electives to complete at least 60 semester hours in the lower division. Current UWF students may use elective courses at any level (1000-4000) to meet this elective requirement.

Major Requirements

Students must complete courses from both the C.O.B. core (30 sh) and from the Human Resource Management Major (30 sh).

College of Business BSBA Core

All students pursuing a BSBA major in the College of Business must complete each of the following BSBA core courses with a grade of C (2.0) or better.

BUL 3130	Legal and Ethical Environment of Business	3
FIN 3403	Managerial Finance	3
GEB 3213	Writing for Business: Theory and Practice	3
GEB 4361	International Business	3
ISM 3011	e-Business Systems Fundamentals	3
ISM 3116	Introduction to Business Analytics	3
MAN 3025	Management Fundamentals	3
MAN 3504	Operations Management	3
MAN 4720	Strategic Management	3
MAR 3023	Marketing Fundamentals	3
Total Hours		30

College of Business Undergraduate Transfer Credit Policy

The College of Business at the University of West Florida is accredited by AACSB International, the highest level of accreditation available to a college or school of business. As such, the College believes that it is in the student's best interest to take all junior/senior level BSBA Core, Major, and Major-related courses at UWF. These courses are typically taught by academically or professionally qualified faculty members as defined in the College's policy on faculty qualifications.

Undergraduate transfer credit for degree programs in the College of Business is awarded consistent with specifications in the UWF Catalog and the requirements of Florida's Common Numbering System.

Normally, the College of Business will not accept transfer credits as equivalent to UWF 3000/4000 level business-related courses from institutions not accredited by AACSB International.

Students should seek guidance from their College of Business academic advisors on these matters.

Human Resource Management Major *

MAN 3240	Behavior in Organizations	3
MAN 3301	Human Resources Management	3
MAN 4102	Management of Diversity	3
MAN 4330	Compensation and Benefits	3
MAN 4350	Recruitment and Selection	3
MAN 4341	Performance Management	3
MAN 4280	Business Leadership and Change Management	3
MAN 4402	Human Resource Law	3
MAN 4384	Strategic Human Resource Management	3
Choose one of the following:		3
MAN 4441	Business Negotiation	
3000/4000 level advisor-approved College of Business elective		
Total Hours		30

+ Courses included in the major GPA.