

# Human Resource Management, B.S.B.AD.

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## Degree Offered

- Bachelor of Science in Business Administration

## Nature of the Program

The Human Resource Management Major provides the skills and knowledge for managerial positions primarily in the human resources function in different types of organizations and industries. Besides the human resource management function in organizations, the skills and knowledge are also relevant for jobs that require managing teams and leading a work unit. Within human resource management, students develop capabilities for jobs in talent acquisition, training and development, compensation and benefits management, and employee and labor relations that could lead to managerial positions. Human resource or human capital management is a thriving function that is important for all organizations as people are the most important assets in the modern economy. The skills acquired through this major are relevant for all industries in different regions of the country. Our graduates are equipped to handle general and specific components of human resource management in government and nonprofit organizations, besides businesses. Students develop skills in communication, decision-making, coordination, conflict resolution, and team management in a diverse work environment that will help them in being successful employees and leaders.

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## FACULTY

### CHAIR

- Abhishek Srivastava - Ph.D. (University of Maryland)  
Organizational Behavior, Leadership

### PROFESSORS

- Mark Gavin - Ph.D. (Purdue University)  
Organizational Behavior, Research Methods
- Jeff Houghton - Ph.D. (Virginia Tech)  
Leadership, Organizational Behavior
- Edward Tomlinson - Ph.D. (The Ohio State University)  
Organizational Behavior, Human Resource Management

### ASSOCIATE PROFESSORS

- Olga Bruyaka - Ph.D. (Jean Moulin University Lyon 3, EM Lyon)  
Strategic Management, Technology Management and Innovation
- David Dawley - Ph.D. (Florida State University)  
Strategic Management, International Business
- Tianxu Chen - Ph.D. (Drexel University)  
Strategic Management, International Business
- James Field - Ph.D. (Virginia Commonwealth University)  
Organizational Behavior, Research Methods
- Kayla Follmer - Ph.D. (Penn State University)  
Human Resource Management, Organizational Behavior
- XiaoXiao Hu - Ph.D. (George Mason University)  
Research Methods, Organizational Behavior
- Nancy McIntyre - Ph.D. (University of Rhode Island)  
Organizational Behavior, Leadership

### TEACHING PROFESSOR

- Rebecca Thacker - Ph.D. (Texas A&M)  
Human Resource Management, Organizational Behavior
- Thomas Zeni - Ph.D. (University of Oklahoma)  
Organizational Behavior, Human Resource Management, Business Ethics and Law

### PROFESSORS EMERITI

- Gerald Blakely
- Neil Bucklew

- Randy D. Elkin
- Jack Fuller
- John Harpell, Jr.
- Richard W. Humphreys
- Thomas S. Isaack
- Ali H. Mansour

## Admissions for 2025-2026

For specific information regarding the admissions requirements for First Time Freshmen to the John Chambers College of Business and Economics, please visit Chambers admissions (<http://catalog.wvu.edu/undergraduate/collegeofbusinessandeconomics/#admissionstext>).

Students who are direct admitted to the major as first-time freshmen must possess an overall university GPA of at least 2.5 and have completed the course prerequisites listed in the table below with minimum grade of C-, unless otherwise noted, to be eligible to enroll in upper-division course work.

Students who are not direct admitted to the major (i.e. Business) will declare the major at the beginning of the semester in which they satisfy the course prerequisites listed below. Applicants also must possess an overall GPA of at least 2.5 to be considered for admission to the major.

Code	Title	Hours
ACCT 201	Principles of Accounting 1	3
BCOR 121	Introduction to Business Applications	2
ECON 201 & ECON 202	Principles of Microeconomics and Principles of Macroeconomics	6
ECON 225 or STAT 211	Elementary Business and Economics Statistics Elementary Statistical Inference	3
Choose one of the following:		3-6
ENGL 101 & ENGL 102	Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research	
ENGL 103	Accelerated Academic Writing	
MATH 124	Algebra with Applications	3
Total Hours		20-23

Major Code: 2153

[Click here to view the Suggested Plan of Study \(p. 4\)](#)

## Human Resource Management Program Requirements

### General Education Foundations

Please use this link to view a list of courses that meet each GEF requirement. (<http://registrar.wvu.edu/gef/>)

NOTE: Some major requirements will fulfill specific GEF requirements. Please see the curriculum requirements listed below for details on which GEFs you will need to select.

Code	Title	Hours
<b>General Education Foundations</b>		
F1 - Composition & Rhetoric		3-6
ENGL 101 & ENGL 102 or ENGL 103	Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research Accelerated Academic Writing	
F2A/F2B - Science & Technology		4-6
F3 - Math & Quantitative Reasoning		3-4
F4 - Society & Connections		3
F5 - Human Inquiry & the Past		3
F6 - The Arts & Creativity		3
F7 - Global Studies & Diversity		3

F8 - Focus (may be satisfied by completion of a minor, double major, or dual degree)	9
Total Hours	31-37

Please note that not all of the GEF courses are offered at all campuses. Students should consult with their advisor or academic department regarding the GEF course offerings available at their campus.

## Degree Requirements

To qualify for the Bachelor of Science in Business Administration students must meet the following criteria:

- Complete a minimum of 120 credit hours.
- Possess an overall GPA of 2.0 or higher.
- Possess a minimum GPA of 2.0 for all Major Courses (i.e., ACCT, ENTR, GSCM, HRMG, INBS, MANG, and all AOE courses) calculated using all attempted GPA hours unless excluded by the D/F repeat policy.
- The John Chambers College of Business and Economics accepts all baccalaureate transferable course work completed at public and private colleges in West Virginia and other regionally accredited institutions. Since the College is AACSB accredited, upper-division courses (courses equivalent to 300/400 level at WVU) must be evaluated by the Dean or designee before they may count toward business core, major core and major restricted electives in the Bachelor of Science in Business Administration or Bachelor of Science in Economics program.

Code	Title	Hours
	University Requirements	34
	Program Requirements	23
	Business Core Requirements	33
	Human Resource Management Major Requirements	30
	Total Hours	120

## University Requirements

Code	Title	Hours
	General Education Foundations (GEF) 1, 2, 3, 4, 5, 6, 7, and 8 (31-37 Credits)	
	Outstanding GEF Requirements 2, 5, 6, 7 and 8	16
BCOR 191	First-Year Seminar	1
	General Electives	17
	Total Hours	34

## Program Requirements

Code	Title	Hours
ACCT 201	Principles of Accounting 1 (Minimum grade of C-)	3
BCOR 121	Introduction to Business Applications (Minimum grade of C-)	2
ECON 201	Principles of Microeconomics (Minimum grade of C-; may fulfill GEF 4)	3
ECON 202	Principles of Macroeconomics (Minimum grade of C-; may fulfill GEF 8)	3
	Select one of the following (Minimum Grade of C-; may fulfill GEF 1):	3-6
ENGL 101 & ENGL 102	Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research	
ENGL 103	Accelerated Academic Writing	
	Select one of the following (Minimum grade of C-; may fulfill GEF 8):	3
ECON 225	Elementary Business and Economics Statistics	
STAT 211	Elementary Statistical Inference	
MATH 124	Algebra with Applications (Minimum grade of C-; may fulfill GEF 3)	3
	Total Hours	23

## Business Core Requirements

Code	Title	Hours
ENTR 102	Fundamentals of Entrepreneurship	3
BCOR 199	Introduction to Business	3
BCOR 299	Business Communication (Fulfills Writing and Communication Skills Requirement)	3

BCOR 320	Legal Environment of Business	3
BCOR 330	Information Systems and Technology	3
BCOR 340	Principles of Finance	3
BCOR 350	Principles of Marketing	3
BCOR 360	Supply Chain Management	3
BCOR 370	Principles of Management	3
BCOR 380	Business Ethics	3
BCOR 460	Contemporary Business Strategy	3
Total Hours		33

## Human Resource Management Major Requirements

Code	Title	Hours
Possess a minimum GPA of 2.0 for all Major Courses, calculated using all attempted GPA hours unless excluded by the D/F repeat policy.		
MANG 330	Human Resource Management Fundamentals	3
MANG 360	International Business	3
MANG 422	Organizational Behavior	3
MANG 434	Business Research Methods	3
HRMG 440	Training and Development	3
HRMG 450	Staffing and Selection	3
HRMG 460	Compensation and Benefits	3
HRMG 470	Conflict Management	3
HRMG 480	Collective Bargaining and Labor Relations	3
Select one of the following:		3
MANG 426	Introduction to Decision Analysis	
MANG 480	Corporate Social Responsibility	
MANG 491	Professional Field Experience	
Total Hours		30

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If selected, it is recommended that students complete three hours of MANG 491, Professional Field Experience, for the "Select one of the following" requirement.

## Suggested Plan of Study

### First Year

Fall	Hours	Spring	Hours
BCOR 199		3 ACCT 201	3
BCOR 191		1 ECON 201 (GEF 4)	3
BCOR 121		2 ENGL 101 (GEF 1)	3
ENTR 102		3 GEF (Choose from F2, F5, F6, F7 or F8)	3
MATH 124 (GEF 3)		3 Minor or General Electives	3
GEF (Choose from F2, F5, F6, F7 or F8)		3	
		15	15

### Second Year

Fall	Hours	Spring	Hours
ECON 202 (GEF 8)		3 BCOR 299	3
ECON 225 (GEF 8)		3 BCOR 330	3
ENGL 102 (GEF 1)		3 BCOR 340	3
GEF (Choose from F2, F5, F6, F7 or F8)		3 BCOR 350	3
Minor or General Elective		3 BCOR 370	3
		15	15

**Third Year**

<b>Fall</b>	<b>Hours</b>	<b>Spring</b>	<b>Hours</b>
BCOR 320		3 BCOR 360	3
HRMG 470		3 HRMG 450	3
MANG 330		3 MANG 360	3
GEF (Choose from F2, F5, F6, F7 or F8)		3 MANG 422	3
Minor or General Elective		3 GEF (Choose from F2, F5, F6, F7 or F8)	3
		15	15

**Fourth Year**

<b>Fall</b>	<b>Hours</b>	<b>Spring</b>	<b>Hours</b>
BCOR 380		3 BCOR 460	3
HRMG 440		3 HRMG 480	3
HRMG 460		3 MANG 434	3
Major Elective		3 GEF (Choose from F2, F5, F6, F7 or F8)	3
Minor or General Elective		3 Minor or General Electives	3
		15	15

Total credit hours: 120

**Major Learning Outcomes****HUMAN RESOURCE MANAGEMENT**

The objective of providing a foundational education in management at the undergraduate level cannot be realized without appropriate curricula content, effective teaching, and ultimately, learning. Within the undergraduate management major, we subscribe to the following learning goals for each of our undergraduate students:

- Graduates will acquire the knowledge of basic functional areas of human resource management.
- Graduates will be able to deal with the dynamics of individuals and teams within organizations and to motivate, lead, and inspire employees toward achieving organizational goals.
- Graduates will have an appreciation of the ethical, legal, and regulatory issues impacting the decision-making process.
- Graduates will recognize the opportunities and challenges associated with the global marketplace.