

Human Resources Management (HMRG)

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Management Department Website (<https://walton.uark.edu/departments/management/>)

The Human Resource Management Major is designed to prepare students for careers in human resource-related occupations. Among issues and areas addressed are Human Resource analytics, management-employee relations, quality of work life, compensation and other reward systems, talent acquisition, and training and development. The Human Resource Management Major emphasizes the importance of integrating individual goals and organizational objectives.

Requirements for B.S.B.A. in Human Resource Management

All Human Resource Management majors must complete the following 6 hours of coursework: MGMT 49403 and MGMT 49503. Students must also take at least 6 hours from the following courses: MGMT 36503, MGMT 49803, and MGMT 49603. An additional 12 hours of credit are required from specified management and non-management courses in order to complete the requirements for the major.

Human Resource Management Major Requirements: The major in Human Resource Management requires 24 hours of major and collateral courses in the discipline as well as satisfying the other requirements for the B.S.B.A. degree. A maximum of 27 hours is allowed in a management major or discipline field of study (i.e., core, major, electives) unless the extra courses are part of an interdisciplinary minor or collateral track. See an adviser for selection of courses.

Major Course Requirements	6
MGMT 49403 Talent Acquisition and Management	
MGMT 49503 Organizational Rewards and Compensation	
Select at least two of the following:	6
	or
	9
MGMT 36503 Creating and Leading a Diverse Workforce	
MGMT 49603 People Analytics	
MGMT 49803 Talent Development	
Select three or four of the following:	9
	or
	12
MGMT 35303 Alternative Dispute Resolution	
MGMT 41003 Special Topics in Management	
MGMT 42403 Ethics and Corporate Responsibility	
MGMT 42503 Leadership	
MGMT 42603 Organizational Change and Development	
MGMT 46303 Faith, Spirituality, and the Workplace	
MGMT 42703 Leading Groups and Teams	
SEVI 32303 Corporate Innovation	
SEVI 36703 Social Entrepreneurship	

SEVI 39303	Entrepreneurship and New Venture Development
SEVI 44303	Small Enterprise Management
SEVI 45803	International Management
SEVI 49903	Entrepreneurship Practicum
ECON 35303	Labor Economics
ECON 43303	Economics of Organizations
HIST 49403	U.S. Labor History, from 1877-present
PSYC 30103	Social Psychology
PSYC 30603	Psychology of Diversity
Total Hours	24

Human Resources Management B.S.B.A. Eight-Semester Degree Program

Students wishing to follow the eight-semester degree plan should see the Eight-Semester Degree Policy (<http://catalog.uark.edu/undergraduatelcatalog/academicregulations/eightsemesterdegreecompletionpolicy/>) for university requirements of the program.

Courses in BOLD must be taken in the designated semester. Courses in ITALIC may be taken in varied sequences as long as other designated requirements for these courses are met. Although other courses listed are not required to be completed in the designated sequence, the recommendations below are preferred.

First Year	Units	
	Fall	Spring
ENGL 10103 Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)	3	
MATH 20503 Finite Mathematics (Satisfies General Education Outcome 2.1)¹	3	
SPCH 10003 Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1)	3	
BUSI 11101 Freshman Business Connection	1	
BLAW 20003 The Legal Environment of Business (ACTS Equivalency = BLAW 2003)²	3	
ISYS 11203 Business Application Knowledge - Computer Competency	3	
ENGL 10203 Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)		3
ACCT 20103 Accounting Principles		3
BUSI 10303 Data Analysis and Interpretation		3
ECON 22003 Principles of Microeconomics (ACTS Equivalency = ECON 2203) (Satisfies General Education Outcome 3.3)		3
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)		4
Year Total:	16	16

Second Year	Units	
	Fall	Spring
SEVI 20503 Business Foundations	3	
ISYS 21003 Business Information Systems²	3	

MATH 22003 Survey of Calculus (ACTS Equivalency = MATH 2203) ³	3	
Social Sciences – State Minimum Core (Satisfies General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement) ⁴	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) ^{5, 6}	3	
SCMT 21003 Integrated Supply Chain Management²	3	
MGMT 21003 Managing People and Organizations²	3	
ECON 21003 Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Satisfies General Education Outcome 3.3) ³	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) ^{5, 6}	3	
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)	4	
ALL pre-business requirements should be met by end of term		
Year Total:	15	16

Third Year	Units	
	Fall	Spring
FINN 20403 Principles of Finance²	3	
MKTG 34303 Introduction to Marketing²	3	
MGMT 49403 Talent Acquisition and Management	3	
Junior Senior Business Elective	3	
MGMT or Collateral Elective	3	
SEVI 30103 Strategic Management (Satisfies General Education Outcome 6.1)		3
MGMT 49503 Organizational Rewards and Compensation		3
MGMT or Collateral Electives		3
Junior Senior Business Elective		3
U.S. History or Government - State Minimum Core (Satisfies General Education Outcome 4.2)		3
Year Total:	15	15

Fourth Year	Units	
	Fall	Spring
MGMT Electives	6	
MGMT or Collateral Electives	3	
Junior Senior Business Elective	3	
General Education Electives	3	
MGMT or Collateral Elective		3
Junior Senior Business Electives		3
General Education Electives		6
Year Total:	15	12

Total Units in Sequence: 120

- ¹ Students have demonstrated successful completion of the learning indicators identified for learning outcome 2.1, by meeting the prerequisites for MATH 20503.
- ² Must be completed prior to SEVI 30103.
- ³ Must be completed prior to taking any 3000 or 4000 level business courses.
- ⁴ The Social Sciences Elective courses which satisfy the General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement include:
ANTH 10203, HIST 11193, HIST 11293, SOCI 10103, SOCI 101H3, or SOCI 20103.
- ⁵ The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include:
ARCH 10003, ARHS 10003, COMM 10003, DANC 10003, ENGL 20103, LARC 10003, MUSC 10003, MUSC 100H3, MUSC 10103, MUSC 101H3, MUSC 13303, THTR 10003, THTR 10103, or THTR 101H3.
- ⁶ The Humanities Elective courses which satisfy the General Education Outcome 3.2 include:
AAST 20203, ANTH 10303, ARCH 10103, CLST 10003, CLST 100H3, CLST 10103, COMM 12303, DANC 10003, ENGL 12103, ENGL 20103, GNST 20003, GNST 200H3, HIST 11193, HIST 111H3, HIST 11293, HIST 112H3, HIST 20003, HIST 20103, HUMN 211H4, HUMN 22103, LALS 20103, MRST 20103, MUSY 20003, MUSY 200H3, PHIL 20003, PHIL 200H3, PHIL 21003, PHIL 23003, THTR 10003, THTR 10103, THTR 101H3, ENGL 11103, ENGL 11203, or intermediate-level world language (usually 2003-level).

Diversity, Equity and Inclusion Management Undergraduate MicroCertificate

The Diversity, Equity and Inclusion Management Undergraduate MicroCertificate certifies that students have completed coursework that prepares them for the rapidly growing area of DEI within organizations. Students will explore what diversity, equity and inclusion means to organizations and how they can successfully manage these three elements. This includes managing the regulatory environment associated with DEI, along with exploring how DEI influences organizations and organizational outcomes.

Diversity, Equity and Inclusion Management Undergraduate

MicroCertificate Requirements: The DEI Management Undergraduate MicroCertificate requires nine credit hours that may also be used to fulfill the requirements for an undergraduate degree. The specific requirements are listed below. See an advisor for course selection.

Required Courses

MGMT 36503	Creating and Leading a Diverse Workforce	3
Select two of the following:		6
BUSI 30303	The African American Experience in Business	
MGMT 46303	Faith, Spirituality, and the Workplace	
SEVI 45803	International Management	
Total Hours		9

Human Resource Management Undergraduate MicroCertificate

The Human Resource Management Undergraduate MicroCertificate certifies that students have completed coursework that prepares them for the core HRM functions within organizations. Students will gain

knowledge of the broad area of HRM and have the opportunity to explore a few core areas in greater depth. These include acquiring, managing and developing talent, organizational reward and compensation systems, analytics focused on people management and the intricacies of managing a diverse workforce.

Requirements for the Human Resource Management Undergraduate

MicroCertificate: The Human Resource Management Undergraduate MicroCertificate requires nine credit hours that may also be used to fulfill the requirements for an undergraduate degree. The specific requirements are listed below. See an advisor for course selection.

Required Courses

MGMT 49403	Talent Acquisition and Management ¹	3
MGMT 49503	Organizational Rewards and Compensation ¹	3
Select one of the following:		3
MGMT 36503	Creating and Leading a Diverse Workforce	
MGMT 49603	People Analytics ¹	
MGMT 49803	Talent Development ²	
Total Hours		9

¹ Prerequisite: BUSI 10303

² Prerequisite: MGMT 21003 or MGMT 35603

Faculty

Delery, John, Ph.D. (Texas A&M University), M.S. (Memphis State University), B.S. (Tulane University of Louisiana), Professor, Raymond F. Orr Chair in Management, 1992, 2009.

Lauder, John, M.A. (University of Missouri), B.A. (Westminster College), Instructor, 2011.

Lueke, Sarah B., Ph.D. (University of Akron), M.S. (Indiana University-Purdue University-Indianapolis), B.A. (University of Wisconsin-Madison), Teaching Assistant Professor, 2019.

O'Leary-Kelly, Anne M., Ph.D. (Michigan State University), B.A. (University of Michigan), Professor, William R. and Cacia Howard Chair in Management, 1997, 2012.

Pullen, Brian, M.A. (University of Arkansas), B.S. (Arkansas Tech University), Instructor, 2005.

Rosen, Chris, Ph.D. (University of Akron), M.A. (Appalachian State University), B.A. (Washington and Lee University), Professor, 2006, 2015.

Schaffer, Meline M., Ph.D., M.S. (Clemson University), Teaching Assistant Professor, 2019.

Simon, Lauren, Ph.D., B.S.B.A., B.S. (University of Florida), Associate Professor, 2016, 2018.

Soignet, Denise Breaux, Ph.D. (Florida State University), M.B.A., B.S. (Nicholls State University), Teaching Associate Professor, 2010.

Sprandel, Heather, Ed.D., M.Ed. (University of Arkansas), B.A. (DePaul University), Instructor, 2019.

Stoverink, Adam, Ph.D. (Texas A&M University), M.B.A. (St. Louis University), B.S.B.A. (University of Missouri), Associate Professor, 2017, 2021.

Wilmot, Michael, Ph.D. (University of Minnesota), M.S., B.A. (University of Nebraska), Assistant Professor, 2020.

Zhang, Ying, Ph.D. (University of Hong Kong), M.S. (Peking University), B.S. (Jilin University), Assistant Professor, 2021.