

B.B.A. Human Resources Management

2020-21

WEBSITE

<https://www.swau.edu/business>

DEPARTMENT PERSONNEL

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The Bachelor of Business Administrations degree (BBA) with a concentration in Human Resources Management is one of many BBA's offered by the Southwestern Adventist University's Department of Business. The goal of the Business Department is to prepare the student for a career in business, guiding them in obtaining the abilities needed to succeed in their chosen area. The student will develop competencies in integrity, research, and critical thinking, communications, leadership, & professional skills through classroom instruction and activities, projects, case studies, interaction with professionals from the community, and other methods.

Job Market

Human Resources Management majors have found jobs such as human resources generalists, compensation or benefits specialists, training and development specialists, job analysis specialists, and human resources managers. Some of our graduates choose to continue their education in graduate school resulting in successful careers in many of these fields at an even higher level.

Job Outlook

The job outlook for an individual with a human resources management degree continues to improve. According to the U.S. Bureau of Labor Statistics, between the years 2018 and 2028, there will be an increase of 33,000 (5%) jobs for Human Resources Specialists. Training and development specialists will find about 28,900 new jobs (9%) between 2018 and 2028 and there will be a need for an additional 10,800 HR managers in the same period.

Earnings

Earnings potential for graduates with human resources management degrees varies widely depending on many factors including geographic location, the industry you choose, position, skills, and experience. According to the U.S. Bureau of Labor Statistics, the median annual income for HR specialists and training and development specialists is about \$61,500 while managers in these areas earn a median salary of \$116,720. Individuals working as compensation, benefits, and job analysis specialists earn a median salary of \$64,560 annually, while compensation and benefits managers earn a median salary of \$122,270 annually.

A bachelor's degree qualifies an individual for most entry-level positions. However, a graduate degree will significantly increase the potential of obtaining many positions as well as earning potential.



Business Core Courses

Required of all BBA students.

*BUAD 202 is required of all Freshman BBA majors. Junior level transfer students may substitute a business elective for this class with approval from their advisor. Southwestern students who are changing from another major to a BBA are also required to take BUAD 202 unless their advisor recommends an alternative.

Item #	Title	Credits
ACCT 211	Accounting Principles I	3
ACCT 212	Accounting Principles II	3
BUAD 202	Introduction to Contemporary Business	3
BUAD 211	Profiles of Entrepreneurship	3
BUAD 270	Management Information Systems	3
BUAD 301	Principles of Management	3
BUAD 311	Business Law	3
BUAD 460	Ethics and Business Social Responsibility	3
	BUAD 466 or ECON 401	3
BUAD 472	Business Policies and Strategies	3
ECON 211	Macroeconomics	3
ECON 212	Microeconomics	3
FNCE 321	Business Finance	3
IBUS 319	International Business	3
MKTG 343	Principles of Marketing	3
	Sub-Total Credits	45

Human Resources Management Concentration

Item #	Title	Credits
BUAD 317	Business Communication	3
BUAD 372	Human Resources Management	3
BUAD 374	Training and Development	3
BUAD 375	Total Compensation Management	3
BUAD 376	Employment and Labor Law	3
BUAD 377	Human Resource Risk Management	3
BUAD 423	Organizational Behavior	3
	Sub-Total Credits	21

Cognate Requirements

The General Education speech requirement is satisfied through BUAD 317 which is completed in the degree section of this major.

Item #	Title	Credits
COMM 111	Speech	3
CSIS 106	Comprehensive Spreadsheets	3
MATH 141	Introduction to Probability and Statistics	3
	Sub-Total Credits	9

Sample 4 Year Curriculum

General Education Requirements

To view general education requirements for this major please visit: <https://catalog.swau.edu/core-curriculum-for-a-bachelors-degree>

First Year First Semester

Item #	Title	Credits
BUAD 202	Introduction to Contemporary Business	3
ENGL 121	Freshman Composition	3
	History GE Curriculum Guide	3
	Life and Physical Science GE Curriculum Guide	4
UNIV 111	Wellness for Life	2
	Sub-Total Credits	15

First Year Second Semester

Item #	Title	Credits
CSIS 106	Comprehensive Spreadsheets	3
	Fine Arts GE Curriculum Guide	3
	History GE Curriculum Guide	3
	Life and Physical Science GE Curriculum Guide	4
	Religion GE Curriculum Guide	3
	Sub-Total Credits	16

Second Year First Semester

Item #	Title	Credits
ACCT 211	Accounting Principles I	3
BUAD 270	Management Information Systems	3
ECON 211	Macroeconomics	3
ENGL 220	Research Writing	3
MATH 141	Introduction to Probability and Statistics	3
	Kinesiology GE Curriculum Guide	1
	Sub-Total Credits	16

Second Year Second Semester

Item #	Title	Credits
ACCT 212	Accounting Principles II	3
BUAD 211	Profiles of Entrepreneurship	3
ECON 212	Microeconomics	3
	Electives for 120	3
	Religion GE Curriculum Guide	3
	Sub-Total Credits	15

Third Year First Semester

Item #	Title	Credits
BUAD 301	Principles of Management	3
FNCE 321	Business Finance	3
	Kinesiology GE Curriculum Guide	1
	Literature GE Curriculum Guide	3
MKTG 343	Principles of Marketing	3
	Religion GE Curriculum Guide	3
	Sub-Total Credits	16

Third Year Second Semester

Item #	Title	Credits
BUAD 311	Business Law	3
BUAD 317	Business Communication	3
BUAD 377	Human Resource Risk Management	3
	Business Elective	3
	Religion GE Curriculum Guide	3
	Sub-Total Credits	15

Fourth Year First Semester

Item #	Title	Credits
BUAD 374	Training and Development	3
BUAD 376	Employment and Labor Law	3
BUAD 460	Ethics and Business Social Responsibility	3
BUAD 466	Production and Operations Management	3
ECON 401	Managerial Economics	3
IBUS 319	International Business	3
	Sub-Total Credits	18

Fourth Year Second Semester

Item #	Title	Credits
BUAD 375	Total Compensation Management	3
BUAD 377	Human Resource Risk Management	3
BUAD 423	Organizational Behavior	3
BUAD 472	Business Policies and Strategies	3
	Business Elective	3
	Sub-Total Credits	15