

MANAGEMENT Major

Human Resources Management concentration

WHAT YOU CAN DO WITH IT

- Obtain engaging jobs in the dynamic field of HR management, with above average employment growth projections, and a presence in all industries.
- Employee recruitment and hiring, employee orientation/onboarding, training and development, payroll and benefits administration, job analysis/descriptions, employee relations support and administration; all first line managers and supervisors perform HR-related tasks.
- Satisfy peripheral interest in employment law and government regulation without actually practicing law, satisfy technology interest through HR information systems and social media as it applies to staffing and employee relations.

CAREER OPPORTUNITIES

- Typical entry level jobs include recruiter, HR administrative associate, training coordinator, payroll & benefits manager, orientation/onboarding coordinator
- With some experience, graduates may be competitive candidates for HR generalist or specialist, training and development manager, compensation analyst or manager, benefits manager, employee relations.
- HR courses are excellent preparation for general management positions in all industries, small business managers, owners, and entrepreneurs also find HR coursework excellent experience for dealing with employee relations and HR activities.

SCHOLARSHIPS and INTERNSHIPS

General business scholarships as well as scholarships specifically for management majors are available for qualified students. A variety of internships are available for summer, one semester, or a full academic year. Strong department relationship with HR professionals in Memphis area through SHRM-Memphis and an active student chapter of SHRM (Society for HR Management) greatly strengthen meaningful internship availability. **A maximum of 3 credit hours of internship may be used in the major.**

Course Requirements Major (24 hours)

Valid Catalog: 2019

A minimum 2.25 GPA is required in the major.

Required Courses: (24 hours)

MGMT 3215 (3) Management of Human Resources

MGMT 4240 (3) Compensation and Performance Appraisal (Prerequisites: MGMT 3110, 3215, 3510)

MGMT 4260 (3) Employee Staffing and Development (Prerequisites: MGMT 3110, 3215, 3510)

MGMT 4420 (3) Organizational Behavior in Business (Prerequisite: MGMT 3110, 3510)

MGMT 4461 (3) Managerial Leadership (Prerequisite: MGMT 3110, 3510)

MGMT 4251 (3) Employee Relations (Prerequisites: MGMT 3110, 3215, 3510)

or

MGMT 3812 (3) Managing Employee Wellness (Prerequisite: MGMT 3110)

MGMT 4510 (3) International Business Communication and Negotiation (Prerequisite: MGMT 3510)

or

MGMT 4810 (3) International Management (Prerequisite: MGMT 3110, 3510)

MGMT 4910 (3) Independent Study in Management (senior standing and permission of department chair)

or

MGMT 4911 (3) Internship in Management (Prerequisite: 2.75 overall GPA, completed 15 hours in Upper Division Business courses, completed 6 hours in major)

Management Department Chair: Dr. Kurt Kraiger, (901) 678-4551, @memphis.edu

MANAGEMENT, HUMAN RESOURCES concentration: Typical 4 year sequence

FRESHMAN Year

| | Hours | | Hours |
|------------------------------------|-------|------------------------------------|-------|
| ENGL 1010 ¹ | 3 | ENGL 1020 ¹ (ENGL 1010) | 3 |
| History ¹ | 3 | ECON 2010 | 3 |
| Humanities ¹ | 3 | Humanities ¹ | 3 |
| Elective ² | 1-3 | MIS 2749 | 3 |
| MATH 1710 (if needed) ² | 3 | MATH 1830 (MATH 1710) | 3 |
| Semester Total | 13-15 | Semester Total | 15 |

SOPHOMORE Year

| | Hours | | Hours |
|--|-------|--|-------|
| ACCT 2010 | 3 | ACCT 2020 (ACCT 2010; MATH 1710 or 1830) | 3 |
| ENGL 2201 or 2202 ¹ (ENGL 1010, 1020) | 3 | Natural Science with lab ¹ | 4 |
| COMM 2381 ¹ | 3 | History ¹ | 3 |
| Natural Science with lab ¹ | 4 | ECON 2020 | 3 |
| SCMS 2710 (MATH 1830) or MATH 1530 | 3 | Elective ² | 3 |
| Semester Total | 16 | Semester Total | 16 |

JUNIOR Year

| | Hours | | Hours |
|---------------------------------------|-------|---|-------|
| MGMT 3510 (MIS 2749) | 3 | MGMT 4420 (MGMT 3110, 3510) | 3 |
| MGMT 3110 | 3 | MGMT 4240 (MGMT 3110, 3215, 3510) | 3 |
| SCMS 3711 (SCMS 2710 or MATH 1530) | 3 | FIR 3410 (ACCT 2010; ECON 2020; SCMS 2710 or MATH 1530) | 3 |
| MGMT 3215 | 3 | ACCT 3130 | 3 |
| MIS 3210 (LD business core completed) | 3 | MTKG 3010 | 3 |
| Semester Total | 15 | Semester Total | 15 |

SENIOR Year

| | Hours | | Hours |
|--|-------|--|-------|
| MGMT 4510 (MGMT 3510) or MGMT 4810 (MGMT 3110, 3510) | 3 | MGMT 4251 (MGMT 3110, 3215, 3510) or MGMT 3812 (MGMT 3110) | 3 |
| MGMT 4260 (MGMT 3110, 3215, 3510) | 3 | MGMT 4910 or MGMT 4911 | 3 |
| MGMT 4461 (MGMT 3110, 3510) | 3 | International Business ³ | 3 |
| SCMS 3510 (SCMS 3711) | 3 | MGMT 4710 (MGMT 3110, 3510, graduating senior) | 3 |
| Elective ² | 3 | Elective ² | 3 |
| Semester Total | 15 | Semester Total | 15 |

(Prerequisites)

Effective catalog: 2019

TOTAL Hours: 120 - 122

Total hours required for graduation: 120

¹General Education Requirements

²Electives can be any lower or upper division course offered by the University. Any course specific prerequisites must be met. Student may apply no more than two semester hours of physical activity courses to the minimum degree requirements of 120 hours

³Student must select one of the following: ACCT 4625; ECON 4350, 4351; FIR 4550; MIS 4310, 4321; MGMT 4510, 4810; MKTG 4530. Course will satisfy both the Major Elective Requirement and the International Business Requirement in the Upper Division Core if selected course is within the student's designated major. If the student uses this course for both the International Business Requirement in the UD Core and a major elective, the student may need an additional 3 hour elective to meet the minimum 120 hours for graduation.