Business Administration (BS): Human Resources Concentration

The world economy is clearly changing. The majority of organizations today are in the business of providing services. The list is endless: information technology, communication, financial, medical, education, food and entertainment, consulting… Today more than ever, the viability and true value of a business is determined less by its investment in facilities, equipment, and inventory, but by the value-added of its employees. Companies that employ better workers, and manage them better, are more successful. That means that the effective management of human resources is more critical than it has ever been. The field of human resource management focuses on just that – effectively developing and managing the organization's most valuable asset – its people.

Curriculum Overview

Students in the human resource management concentration learn how to design and implement programs to more effectively manage the organization’s employees. This includes staffing (planning, recruitment, and selection of employees); training and development; performance management; leadership; compensation and benefits administration; employee relations; and employee health, safety, and security.

The human resource management concentration is designed to prepare students in the following areas:

- Core human resource management knowledge
- Employment and workplace law integration of human resource management with other operational and business functions
- Critical thinking and analysis
- Professional networking and presentations

Contact

Management, Innovation, and Entrepreneurship
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Raleigh, NC 27695
919.515.5565
Website (https://poole.ncsu.edu/mie/)
Karen Jansen (https://poole.ncsu.edu/people/karen-jansen/)
Department Head
Professor of Leadership and Change

Plan Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Hours</th>
<th>Counts towards</th>
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<tbody>
<tr>
<td>Humanties and Social Sciences</td>
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<tr>
<td>Acad Writing Research (p. 3)</td>
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<tr>
<td>COM 110</td>
<td>Public Speaking</td>
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<tr>
<td>COM 112</td>
<td>Interpersonal Communication</td>
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Mathematical and Natural Sciences

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>GEP Humanities (<a href="http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-humanities/">http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-humanities/</a>)</td>
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<td>GEP US Diversity, Equity, and Inclusion (<a href="http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-usdei/">http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-usdei/</a>)</td>
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<td>Select one of the following: (verify requirement)</td>
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<tr>
<td>MIE 306</td>
<td>Managing Ethics in Organizations</td>
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<tr>
<td>PHI 214</td>
<td>Issues in Business Ethics</td>
<td></td>
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<tr>
<td>PHI 221</td>
<td>Contemporary Moral Issues</td>
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<td>PHI 313</td>
<td>Ethical Problems in the Law</td>
<td></td>
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<td>PHI 375</td>
<td>Ethics</td>
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<td>World Language Proficiency (<a href="http://catalog.ncsu.edu/undergraduate/gep-category-requirements/world-language-proficiency/">http://catalog.ncsu.edu/undergraduate/gep-category-requirements/world-language-proficiency/</a>)</td>
<td>(verify requirement)</td>
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<tr>
<td>GEP Natural Sciences (<a href="http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-natural-sciences/">http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-natural-sciences/</a>)</td>
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<tr>
<td>Select one of the following:</td>
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</table>
MA 121  Elements of Calculus
MA 131  Calculus for Life and Management Sciences A
MA 141  Calculus I
MA 114  Introduction to Finite Mathematics with Applications  
  or MA 242  Calculus III
Select one of the following:  
  BUS 350  Economics and Business Statistics
  ST 350  Economics and Business Statistics
  ST 370  Probability and Statistics for Engineers
  ST 372  Introduction to Statistical Inference and Regression
  BUS 351  Introduction to Business Analytics
ST 307  Introduction to Statistical Programming - SAS  
  or ST 308  Introduction to Statistical Programming - R

Interdisciplinary Perspectives  
GEP Interdisciplinary Perspectives (http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-interdisciplinary-perspectives/)

Physical Education  
GEP Health and Exercise Studies (http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-health-exercise-studies/)

Corequisites  
GEP Global Knowledge (http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-global-knowledge/) (verify requirement)

Major Requirements  
M 100  Personal and Professional Identity Development

MIE 201  Introduction to Business Processes
ACC 210  Concepts of Financial Reporting
ACC 220  Introduction to Managerial Accounting
MIE 310  Introduction to Entrepreneurship
BUS 320  Financial Management
MIE 330  Human Resource Management
BUS 340  Information Systems Management
BUS 360  Marketing Methods
BUS 370  Operations and Supply Chain Management
MIE 305  Legal and Regulatory Environment
MIE 480  Business Policy and Strategy

Concentration  
MIE 434  Compensation Systems
MIE 437  Human Resources Analytics

MIE 438  Staffing
Select one of the following:  
  MIE 432  Employee Relations
  MIE 435  Leadership and Management
  MIE 436  Training and Development
  MIE 439  Human Resources Practicum

Free Electives  
Free Electives (12 Hr S/U Lmt)  

Total Hours  120

1 C- or better
2 Students should consult their academic advisors to determine which courses fill this requirement.
Acad Writing Research

<table>
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<th>Code</th>
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<tbody>
<tr>
<td>ENG 101</td>
<td>Academic Writing and Research</td>
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<tr>
<td>WLEN 101</td>
<td>Academic Writing and Research</td>
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Transfer Sequence

<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>ENG 202</td>
<td>Disciplinary Perspectives in Writing</td>
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ENG 1GEP 3

Semester Sequence

This is a sample.

First Year

<table>
<thead>
<tr>
<th>Fall Semester</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>M 100</td>
<td>Personal and Professional Identity Development</td>
<td>1</td>
</tr>
<tr>
<td>ENG 101</td>
<td>Academic Writing and Research</td>
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</tr>
<tr>
<td>Select one of the following: 1</td>
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</tr>
<tr>
<td>MIE 201</td>
<td>Introduction to Business Processes</td>
<td>3</td>
</tr>
<tr>
<td>Free Elective</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>GEP Health and Exercise Studies (<a href="http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-health-exercise-studies/">http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-health-exercise-studies/</a>)</td>
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</tr>
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</table>

Second Year

Fall Semester

| ACC 220 | Introduction to Managerial Accounting 1 | 3     |
| Select one of the following: |
| COM 110 | Public Speaking                          | 3     |
| COM 112 | Interpersonal Communication              |       |
| COM 211 | Argumentation and Advocacy               |       |
| GEP Humanities (http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-humanities/) | 3     |
| BUS/ST 350| Economics and Business Statistics 1 | 3     |
| GEP Natural Sciences (http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-natural-sciences/) | 3     |
| EC 202 | Principles of Macroeconomics              | 3     |
| GEP Health and Exercise Studies (http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-health-exercise-studies/) | 1     |

Spring Semester

| Select three of the following: |
| BUS 320 | Financial Management                             | 9     |
| BUS 340 | Information Systems Management                    |       |
| BUS 360 | Marketing Methods                                 |       |
| BUS 370 | Operations and Supply Chain Management            |       |
| MIE 305 | Legal and Regulatory Environment                  |       |
| MIE 310 | Introduction to Entrepreneurship                  |       |
| MIE 330 | Human Resource Management                         |       |
| PSY 200 | Introduction to Psychology                        | 3     |
| GEP US Diversity, Equity, and Inclusion (http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-usdei/) | 3     |
| ST 307 | Introduction to Statistical Programming - SAS      | 1     |
| or ST 308 | or Introduction to Statistical Programming - R |       |

Third Year

Fall Semester

| Select two of the following: |
| BUS 320 | Financial Management                             | 6     |
| BUS 340 | Information Systems Management                    |       |
| BUS 360 | Marketing Methods                                 |       |
| BUS 370 | Operations and Supply Chain Management            |       |
| MIE 305 | Legal and Regulatory Environment                  |       |
| MIE 310 | Introduction to Entrepreneurship                  |       |
| MIE 330 | Human Resource Management                         |       |
| Select one of the following: |
| ENG 331 | Communication for Engineering and Technology       | 3     |
| ENG 332 | Communication for Business and Management          |       |
| ENG 333 | Communication for Science and Research             |       |
| Free Electives |                                               | 6     |

Spring Semester

| Select two of the following: |
| BUS 320 | Financial Management                             | 6     |
BUS 320  Financial Management  
BUS 340  Information Systems Management  
BUS 360  Marketing Methods  
BUS 370  Operations and Supply Chain Management  
MIE 305  Legal and Regulatory Environment  
MIE 310  Introduction to Entrepreneurship  
MIE 330  Human Resource Management  

Concentration course  3  
Free Electives  6  

**Fourth Year**  
**Fall Semester**  
Select two Concentration courses  6  
GEP Humanities ([http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-humanities/](http://catalog.ncsu.edu/undergraduate/gep-category-requirements/gep-humanities/))  3  
Free Elective  4  

**Spring Semester**  
MIE 480  Business Policy and Strategy  3  
Concentration course  3  
Free Electives  6  

**Total Hours**  123

¹ Must be completed with “C-” or better.

**GPA Graduation Requirements**

- Overall GPA for all courses attempted at NC State must be 2.0 or higher; and
- Overall GPA for all BUS, MIE, and M courses attempted at NC State must be 2.0 or higher.

**Career Opportunities**

Graduates in business administration are prepared for a variety of careers in business or industry including new product development, marketing, manufacturing, human resources, IT management, business analysis, banking and finance, consulting, and business development. They have the knowledge and tools to launch new business ideas and succeed in management positions.

**Career Titles**

- Accounting Clerk
- Actuary
- Administrative Service Manager
- Advertising Account Manager
- Advertising Agency Coordinator
- Advertising Sales Agent
- Airline Flight Control Administrator
- Airline Flight Operations Administrator
- Airline Flight Reservations Administrator
- Airport Administrator
- Artists Agent (Manager)
- Athletes Business Manager
- Bank and Branch Managers
- Benefits Manager
- Biofuels Production Managers
- Boat Charter Administrator
- Budget Accountant
- Budget Analyst
- Business Intelligence Analysts
- Business Professor
- Camp Director
- Catering Administrator
- Certified Public Accountant (CPA)
- Chief Executives
- Chief Financial Officer
- Child Care Center Administrator
- Compensation Administrator
- Compensation Specialist
- Compliance Managers
- Construction Manager
- Contract Administrator
- Controller
- Cost Accountant
- County or City Auditor
- Credit Analyst
- Curriculum and Assessment Director
- Customer Service Supervisor
- Document Management Specialists
- Elementary School Administrator
- Employee Benefits Analyst
- Employment Administrator
- Employment and Placement Specialist
- Estimator
- Event / Convention Planner
- Farm Management Advisor
- Financial Aid Counselor
- Financial Aid Director
- Financial Analyst
- Financial Examiner
- Financial Manager
- Financial Planner
- Financial Services Sales Agent
- Fish Hatchery Manager
- Foreign Exchange Trader
- Fund Raiser
- Fundraising Manager
- Funeral Home Managers
- Gaming Manager
- General and Operations Managers
- Geothermal Production Manager
- Golf Course Manager
• Government Budget Analyst
• Greenhouse and Nursery Manager
• High School Administrator
• Hotel Manager
• Human Resources Management Advisor
• Human Resources Management Consultant
• Import/Export Customs Broker
• Industrial Relations Specialist
• Industrial-Organizational Psychologist
• Instructional Coordinators
• Insurance Adjuster
• Insurance Agent
• Insurance Claim Examiner
• Internal Auditor
• Job Analyst
• Job Development Specialist
• Labor Relations Specialist
• Legislator
• Loan Counselor
• Loan Officer
• Lobbyist
• Management Analyst
• Market Research Analyst
• Marketing Managers
• Medical and Health Services Managers
• Medical Records Administrator
• Middle School Administrator
• Non-Retail Sales Supervisor
• Occupational Analyst
• Office Supervisor
• Operations Research Analyst
• Patent Agent
• Personnel Administrator
• Personnel Coordinator
• Personnel Recruiter
• Preschool Administrator
• Production Planner
• Project Management Specialists
• Property Accountant
• Property Managers
• Psychometrist
• Public Relations Manager
• Public Relations Specialist
• Purchasing Agent
• Purchasing Manager
• Radio & TV Station Administrator
• Range Manager
• Recruiter
• Registrar Administrator
• Restaurant Manager
• Retail Buyer
• Retail Sales Department Supervisor
• Retail Store Manager
• Sales Managers
• Sales Representative (Chemicals & Drugs)
• Sales Representative (Hotel Furnishings)
• Sales Representative (Instruments)
• Sales Representative (Psychological Tests)
• Securities Broker
• Social and Community Service Managers
• Social Welfare Administrator
• Spa Managers
• Special Education Administrator
• Sports Events Planner
• Storage and Distribution Manager
• Student Admissions Administrator
• Student Affairs Administrator
• Supply Chain Managers
• Systems Accountant
• Talent Agent
• Tax Accountant
• Tax Auditor
• Tax Examiner
• Tax Lawyer
• Tax Preparer
• Title Examiner
• Traffic Administrator (Freight & Passenger)
• Transportation Supervisor
• Treasurer
• Urban and Regional Planner
• Wind Energy Project Managers

Learn More About Careers
NCCareers.org (https://nccareers.org/)
Explore North Carolina’s central online resource for students, parents, educators, job seekers and career counselors looking for high quality job and career information.

Occupational Outlook Handbook (https://www.bls.gov/ooh/)
Browse the Occupational Outlook Handbook published by the Bureau of Labor Statistics to view state and area employment and wage statistics. You can also identify and compare similar occupations based on your interests.

Career One Stop Videos (https://www.careeronestop.org/)
View videos that provide career details and information on wages, employment trends, skills needed, and more for any occupation. Sponsored by the U.S. Department of Labor.

Focus 2 Career Assessment (https://careers.dasa.ncsu.edu/explore-careers/career-assessments/) (NC State student email address required)
This career, major and education planning system is available to current NC State students to learn about how your values, interests, competencies, and personality fit into the NC State majors and your future career. An NC State email address is required to create an account. Make an appointment with your career counselor (https://careers.dasa.ncsu.edu/about/hours-appointments/) to discuss the results.