

# BUSINESS: HUMAN RESOURCE MANAGEMENT, BBA

Founded in 1900, the School of Business established one of the first five business programs in the nation. That entrepreneurial spirit remains strong.

As a student in the School of Business, you will find yourself inspired by peers, staff, alumni, business leaders, and world-renowned faculty who are focused, collaborative, and engaged in every aspect of the student experience. You will join a highly-ranked program that equips you to meet both academic and career challenges. Employers value School of Business graduates because of the comprehensive preparation this learning environment provides. Graduates possess highly sought-after general management and specialized expertise in business.

Joining collaborative, inspiring, trustworthy, and progressive School of Business alumni, Business Badger graduates are prepared to lead their organizations to success and transform the world of business. Together Forward!

## BACHELOR OF BUSINESS ADMINISTRATION IN BUSINESS: HUMAN RESOURCE MANAGEMENT

The BBA in Human Resource Management (BBAHR) degree prepares students to manage and lead the most valuable asset of any organization: its people. Students who pursue the BBAHR degree will learn how to design, implement, and evaluate effective human resource policies and practices that align with the strategic goals and objectives of an organization as well as with the legal and ethical standards of the profession.

The program is open to students who have completed the pre-business requirements and have been admitted to the School of Business. BBAHR students will complete a core curriculum that covers the fundamentals of business, such as accounting, finance, marketing, operations, and strategy. In addition, BBAHR students will choose from a variety of electives that focus on different aspects of human resource management, such as talent acquisition, compensation and benefits, performance management, employee relations, diversity and inclusion, and organizational development. BBAHR students will also have the opportunity to participate in experiential learning activities, such as case studies, simulations, and applied projects.

The BBAHR degree aims to develop students' knowledge and skills in human resource management as well as their professional and ethical values. Students will gain an understanding of the theories and concepts that underlie human resource management, as well as the practical applications and best practices that are relevant in complex business environments. Students will also develop their communication and collaboration skills along with their critical thinking and problem-solving abilities.

The BBAHR degree opens up a wide range of career paths for graduates who aspire to make a positive impact on the performance and well-being

of employees and organizations. Whether they choose to work as human resource generalists or specialists, consultants or analysts, compliance managers or leaders, BBAHR graduates will be equipped with the skills and knowledge to succeed in human resource management.

## HOW TO GET IN

### HOW TO GET IN CURRENT UW-MADISON STUDENTS

Requirements	Details
How to get in	Application required. Meeting the requirements listed below does not guarantee admission. ( <a href="https://admissions.wsb.wisc.edu/BbaPreBusiness">https://admissions.wsb.wisc.edu/BbaPreBusiness</a> ( <a href="https://admissions.wsb.wisc.edu/BbaPreBusiness/">https://admissions.wsb.wisc.edu/BbaPreBusiness/</a> ))
Courses required to get in	Students are required to complete each of the 4 requirements below. Requirements can be completed via coursework, test credit, transfer work, or placement exam (if applicable).
	<p>Communication A</p> <ul style="list-style-type: none"> <li>• ENGL 100</li> <li>• COM ARTS 100</li> <li>• ESL 118</li> <li>• LSC 100</li> </ul>
	<p>Quantitative Reasoning A</p> <ul style="list-style-type: none"> <li>• MATH 112</li> <li>• MATH 114</li> <li>• MATH 171</li> <li>• COMP SCI/L I S 102</li> </ul>
	<p>Economics</p> <ul style="list-style-type: none"> <li>• ECON 101</li> <li>• ECON 111</li> </ul>
	<p>Human Behavior</p> <ul style="list-style-type: none"> <li>• PSYCH 202</li> <li>• SOC/C&amp;E SOC 211</li> <li>• ANTHRO 104</li> <li>• GEN&amp;WS 102</li> <li>• HDFS 263</li> </ul>

GPA requirements to get in Minimum 3.0 UW-Madison GPA.

Credits required to get in	<ul style="list-style-type: none"> <li>If you started at UW-Madison as a first-year student, 24 credits completed/in-progress at UW-Madison are required for application.</li> <li>If you started at UW-Madison as a transfer student, 12 completed/in-progress at UW-Madison are required for application.</li> <li>In-progress course credits towards this minimum must be completed at the end of the spring application term.</li> </ul>
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Other	<ul style="list-style-type: none"> <li>Pre-Business 101 workshop required during the intended application year.</li> <li>Pre-Business applicants may apply once within their first four terms (Fall/Spring) at UW-Madison, based on enrollment date. There is no credit maximum.</li> </ul>
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Semester	Deadline to apply	Decision notification timeline
To apply for a fall start	Mid March	On or before July 1st.
To apply for a spring start	This program does not accept applications to start in the spring.	
To apply for a summer start	This program does not accept applications to start in the summer.	

## PROSPECTIVE FIRST-YEAR APPLICANTS

All prospective UW-Madison students must apply through the central Office of Admissions and Recruitment (<https://www.admissions.wisc.edu/>). Prospective high school students may be considered for direct admission to Business based on their application to the University of Wisconsin-Madison. Simply list a Business interest as your top academic area of interest on the University application.

## PROSPECTIVE TRANSFER APPLICANTS

Transfer students at University of Wisconsin System campuses or Wisconsin Technical Colleges may apply separately for admission to both the University of Wisconsin-Madison and the School of Business during the spring term for fall enrollment. Information for prospective transfer students can be found here: <https://business.wisc.edu/undergraduate/admissions/transfer-students/>.

## ADDITIONAL INFORMATION

Students declared in Business: Human Resource Management cannot earn the Summer Certificate in Business Fundamentals, Certificate in Business, or the Certificate in Entrepreneurship due to curriculum overlap.

## REQUIREMENTS

### UNIVERSITY GENERAL EDUCATION REQUIREMENTS

All undergraduate students at the University of Wisconsin-Madison are required to fulfill a minimum set of common university general education requirements to ensure that every graduate acquires the essential core of an undergraduate education. This core establishes a foundation for living a productive life, being a citizen of the world, appreciating

aesthetic values, and engaging in lifelong learning in a continually changing world. Various schools and colleges will have requirements in addition to the requirements listed below. Consult your advisor for assistance, as needed. For additional information, see the university Undergraduate General Education Requirements (<http://guide.wisc.edu/undergraduate/#requirementsforundergraduatestudytext>) section of the *Guide*.

General Education	<ul style="list-style-type: none"> <li>Breadth—Humanities/Literature/Arts: 6 credits</li> <li>Breadth—Natural Science: 4 to 6 credits, consisting of one 4- or 5-credit course with a laboratory component; or two courses providing a total of 6 credits</li> <li>Breadth—Social Studies: 3 credits</li> <li>Communication Part A &amp; Part B *</li> <li>Ethnic Studies *</li> <li>Quantitative Reasoning Part A &amp; Part B *</li> </ul>
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\* The mortarboard symbol appears before the title of any course that fulfills one of the Communication Part A or Part B, Ethnic Studies, or Quantitative Reasoning Part A or Part B requirements.

## SCHOOL OF BUSINESS REQUIREMENTS

The Wisconsin Bachelor of Business Administration (BBA) program combines UW-Madison's general liberal education requirements, broad coverage of core business disciplines, and cutting-edge signature courses to create a strong academic foundation upon which students delve deeply into their majors.

Code	Title	Credits
<b>School of Business BBA Requirements</b>		
complete requirements: ( <a href="http://guide.wisc.edu/undergraduate/business/management-human-resources/requirements.html">http://guide.wisc.edu/undergraduate/business/management-human-resources/requirements.html</a> )		
	School of Business Liberal Studies Requirements	
	Business Fundamentals Requirement	
	Business Core Requirement	
	Business Signature Requirement	

## BUSINESS: HUMAN RESOURCE MANAGEMENT

Students must take a minimum of 18 credits, distributed as follows:

Code	Title	Credits
M H R 305	Human Resource Management	3
M H R 610	Compensation: Theory and Administration	3
M H R 611	Strategic Talent Management	3
M H R 617	Diversity in Organizations	3
	Select 2 HR Electives OR 1 HR Elective and 1 Management Elective	6
<b>HR Electives</b>		
M H R 420	Leading Change in Organizations	
M H R 612	Labor-Management Relations	
M H R 614	People Analytics	

R M I 620	Employee Benefits Management
Management Electives	
M H R 365	Contemporary Topics
M H R 401	Leading Teams
M H R/ INTL BUS 403	Global Issues in Management
M H R 412	Management Consulting
M H R 423	Strategic Management
M H R 604	Leadership Theory and Practice
M H R 628	Negotiations

**Total Credits 18**

## UNIVERSITY DEGREE REQUIREMENTS

**Total Degree** To receive a bachelor's degree from UW–Madison, students must earn a minimum of 120 degree credits. The requirements for some programs may exceed 120 degree credits. Students should consult with their college or department advisor for information on specific credit requirements.

**Residency** Degree candidates are required to earn a minimum of 30 credits in residence at UW–Madison. "In residence" means on the UW–Madison campus with an undergraduate degree classification. "In residence" credit also includes UW–Madison courses offered in distance or online formats and credits earned in UW–Madison Study Abroad/Study Away programs.

**Quality of Work** Undergraduate students must maintain the minimum grade point average specified by the school, college, or academic program to remain in good academic standing. Students whose academic performance drops below these minimum thresholds will be placed on academic probation.

## LEARNING OUTCOMES

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1. Assess human resource management practices to align them with organizational strategies and contribute to organizational effectiveness.
2. Analyze and improve organizations' reward and incentives structures.
3. Identify methods to effectively attract, evaluate, and retain talent within the organization.
4. Identify and address the challenges to each individual within an organization\performing up to their full potential.
5. Formulate human resource policies and implementation plans to promote\and leverage a diverse workforce.
6. Apply effective strategies and tactics in dyadic and group settings to attain\desired outcomes.

## FOUR-YEAR PLAN

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#### Freshman

Fall	Credits Spring	Credits
GEN BUS 110	1 M H R 300	3
GEN BUS 106	1 ACCT I S 100	3
MATH 211 or 221	4-5 ECON 101 or 111	4
Communications A	3 PSYCH 202, SOC 211, ANTHRO 104, GEN&WS 102, or HDFS 263 (Human Behavior)	3-4
Ethnic Studies	3 Science	3
<b>12-13</b>		<b>16-17</b>

#### Sophomore

Fall	Credits Spring	Credits
GEN BUS 306	3 GEN BUS 307	3
ECON 102 or 111	3-4 ACCT I S 211	3
M H R 305	3 M H R 610	3
GEN BUS 360	3 GEN BUS/DS 240, 250, or 308 (Take Two)	4
Elective	3 Science	3
<b>15-16</b>		<b>16</b>

#### Junior

Fall	Credits Spring	Credits
M H R 611	3 Major Elective Course	3
OTM 300	3 MARKETNG 300	3
FINANCE/ECON 300	3 PHILOS 241, 243, 341, or 441 (Ethics)	3-4
R M I 300, REAL EST 306, INTL BUS 200, or INFO SYS 322	3 Humanities	3
Literature	3 Elective	3
<b>15</b>		<b>15-16</b>

#### Senior

Fall	Credits Spring	Credits
Major Elective Course	3 M H R 617	3
GEN BUS 400	3 GEN BUS 301	3
Elective	3 Elective	3
Elective	3 Elective	3
Elective	3 Elective	3
Elective	1-3	
<b>16-18</b>		<b>15</b>

**Total Credits 120-126**

## ADVISING AND CAREERS

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#### ADVISING

Advising is an integral part of any student's educational journey in the School of Business Undergraduate Program. Starting at Student

Orientation, Advising, and Registration (SOAR), we encourage all students to connect with academic advisors. Business academic advisors have a wealth of knowledge about courses on campus, as well as policies and procedures.

Business career coaches help students with career exploration, internships, resumes, job search, interviewing, and more. We encourage students to connect with their career coach once they arrive on campus.

Business academic advisors and career coaches are passionate about student success. Students experiencing academic difficulty or personal struggles are encouraged to talk to their advisor about how their individual situation may affect their academic performance.

### **Assigned Academic and Career Coaches**

Admitted business students will have one assigned academic advisor. Career coaches are assigned by academic major to be able to provide industry-specific career guidance. If a student has more than one major, they may have more than one assigned career coach. Students can find their assigned advisor and coach by logging into the Starfish portal through MyUW.

For students not yet admitted to the School of Business, there is a team of pre-business advisors available.

### **Accessing Advising**

Drop-in advising and scheduled appointments are available for admitted business students. Pre-business students may also schedule an appointment with a pre-business academic advisor or utilize drop-in academic advising.

For more information on accessing academic advising, please see our Academic Advising page (<https://business.wisc.edu/undergraduate/academic-advising/>).

For more information on accessing career coaching, please see our Career Coaching page (<https://business.wisc.edu/undergraduate/careers/>).

## PEOPLE

### **PEOPLE**

For more information about the faculty and their research interests, please visit the directory (<https://business.wisc.edu/directory/>).

## ACCREDITATION

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AACSB International—The Association to Advance Collegiate Schools of Business (<http://www.aacsb.edu/>)

Accreditation status: Accredited. Next accreditation review: 2026–2027.