

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 4943 and MGMT 4953. Students must also take at least 6 hours from the following courses: MGMT 3653, MGMT 4983, and MGMT 4963. 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 4943 Talent Acquisition and Management	
MGMT 4953 Organizational Rewards and Compensation	
Select at least two of the following:	6
	or
	9
MGMT 3653 Creating and Leading a Diverse Workforce	
MGMT 4963 People Analytics	
MGMT 4983 Talent Development	
Select three or four of the following:	9
	or
	12
MGMT 3533 Alternative Dispute Resolution	
MGMT 4103 Special Topics in Management	
MGMT 4243 Ethics and Corporate Responsibility	
MGMT 4253 Leadership	
MGMT 4263 Organizational Change and Development	
MGMT 4633 Faith, Spirituality, and the Workplace	
MGMT 4273 Leading Groups and Teams	
SEVI 3233 Corporate Innovation	
SEVI 3673 Social Entrepreneurship	

SEVI 3933	Entrepreneurship and New Venture Development
SEVI 4433	Small Enterprise Management
SEVI 4583	International Management
SEVI 4993	Entrepreneurship Practicum
ECON 3533	Labor Economics
ECON 4333	Economics of Organizations
HIST 4943	U.S. Labor History, from 1877-present
PSYC 3013	Social Psychology
PSYC 3063	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/undergraduatocatalog/academicregulations/eightssemesterdegreecompletionpolicy/>) 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 1013 Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)	3	
MATH 2053 Finite Mathematics (Satisfies General Education Outcome 2.1)¹	3	
COMM 1313 Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1)	3	
BUSI 1111 Freshman Business Connection	1	
BLAW 2013 The Legal Environment of Business (ACTS Equivalency = BLAW 2003)²	3	
ISYS 1123 Business Application Knowledge - Computer Competency	3	
ENGL 1023 Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)		3
ACCT 2013 Accounting Principles		3
BUSI 1033 Data Analysis and Interpretation		3
ECON 2023 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 2053 Business Foundations	3	
ISYS 2103 Business Information Systems²	3	

MATH 2043 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 2103 Integrated Supply Chain Management²	3	
MGMT 2103 Managing People and Organizations²	3	
ECON 2013 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 2043 Principles of Finance²	3	
MKTG 3433 Introduction to Marketing²	3	
MGMT 4943 Talent Acquisition and Management	3	
Junior Senior Business Elective	3	
MGMT or Collateral Elective	3	
SEVI 3013 Strategic Management (Satisfies General Education Outcome 6.1)		3
MGMT 4953 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 2053.
- ² Must be completed prior to SEVI 3013.
- 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 1023, HIST 1113, HIST 1123, SOCI 2013, SOCI 2013H, or SOCI 2033.
- ⁵ The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include:
ARCH 1003, ARHS 1003, COMM 1003, DANC 1003, ENGL 2023, LARC 1003, MLIT 1003, MLIT 1003H, MLIT 1013, MLIT 1013H, MLIT 1333, THTR 1003, THTR 1013, or THTR 1013H.
- ⁶ The Humanities Elective courses which satisfy the General Education Outcome 3.2 include:
AAST 2023, ANTH 1033, ARCH 1013, CLST 1003, CLST 1003H, CLST 1013, COMM 1233, DANC 1003, ENGL 1213, ENGL 2023, GNST 2003, GNST 2003H, HIST 1113, HIST 1113H, HIST 1123, HIST 1123H, HIST 2003, HIST 2013, HUMN 1124H, HUMN 2213, LALS 2013, MRST 2013, MUSY 2003, MUSY 2003H, PHIL 2003, PHIL 2003C, PHIL 2003H, PHIL 2103, PHIL 2103C, PHIL 2303, THTR 1003, THTR 1013, THTR 1013H, WLIT 1113, WLIT 1123, 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 3653	Creating and Leading a Diverse Workforce	3
Select two of the following:		6
BUSI 3033	The African American Experience in Business	
MGMT 4633	Faith, Spirituality, and the Workplace	
SEVI 4583	International Management	
Total Hours		9

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 Cacilia 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.