

Human Resource Management, B.S.B.AD.

Degree Offered

- Bachelor of Science in Business Administration

Nature of the Program

The **Human Resource Management (HRM) Major** prepares students for managerial roles and empowers students to unlock employee potential, promote well-being, and align workforce strategies with organizational goals within **any** business, government, or nonprofit environment. This major not only focuses on core HR functions like talent acquisition, training, compensation, and employee relations but also offers specialized knowledge in managing teams, leading diverse work units, and navigating the complexities of employment and labor law. Students can choose from three areas of emphasis: **Artificial Intelligence in HR**, **Global HR**, and **People and Culture**, aligning their education with specific career aspirations. In response to evolving industry demands, the curriculum also integrates data analytics, enhancing students' ability to make informed decisions and optimizing organizational performance. Our graduates develop robust skills in communication, ethical decision-making, coordination, conflict resolution, and team management, equipping them to become effective leaders and valuable assets in **any** organizational setting.

The **HRM Major** offers **career opportunities** such as:

- HR Generalist
- Payroll Specialist
- Talent Acquisition Specialist
- HR Coordinator
- Benefits Administrator
- Recruiting Coordinator
- Onboarding Specialist
- Employee Relations Specialist

FACULTY

CHAIR

- Olga Bruyaka Collignon - Ph.D. (Jean Moulin University Lyon 3, EM Lyon)
Strategic Management, Technology Management and Innovation

PROFESSORS

- Mark Gavin - Ph.D. (Purdue University)
Organizational Behavior, Research Methods
- Jeff Houghton - Ph.D. (Virginia Tech)
Leadership, Organizational Behavior

ASSOCIATE PROFESSORS

- Olga Bruyaka Collignon - Ph.D. (Jean Moulin University Lyon 3, EM Lyon)
Strategic Management, Technology Management and Innovation
- David Dawley - Ph.D. (Florida State University)
Strategic Management, International Business
- Tianxu Chen - Ph.D. (Drexel University)
Strategic Management, International Business
- James Field - Ph.D. (Virginia Commonwealth University)
Organizational Behavior, Research Methods
- Kayla Follmer - Ph.D. (Penn State University)
Human Resource Management, Organizational Behavior
- XiaoXiao Hu - Ph.D. (George Mason University)
Research Methods, Organizational Behavior
- Abhishek Srivastava - Ph.D. (University of Maryland)
Organizational Behavior

TEACHING PROFESSOR

- Rebecca Thacker - Ph.D. (Texas A&M)
Human Resource Management, Organizational Behavior
- Thomas Zeni - Ph.D. (University of Oklahoma)
Organizational Behavior, Human Resource Management, Business Ethics and Law

PROFESSORS EMERITI

- Neil Bucklew
- Randy D. Elkin
- Jack Fuller
- Richard W. Humphreys
- Ali H. Mansour

ASSOCIATE PROFESSORS EMERITI

- Gerald Blakely

TEACHING ASSOCIATE PROFESSOR EMERITUS

- David Cale

Admissions for 2026-2027

For specific information regarding the admissions requirements for First Time Freshmen to the John Chambers College of Business and Economics, please visit Chambers admissions (<http://catalog.wvu.edu/undergraduate/collegeofbusinessandconomics/#admissionstext>).

Students who are direct admitted to the major as first-time freshmen must possess an overall university GPA of at least 2.5 and have completed the course prerequisites listed in the table below with minimum grade of C-, unless otherwise noted, to be eligible to enroll in upper-division course work.

Students who are not direct admitted to the major (i.e. Business) will declare the major at the beginning of the semester in which they satisfy the course prerequisites listed below. Applicants also must possess an overall GPA of at least 2.5 to be considered for admission to the major.

Code	Title	Hours
ACCT 201	Principles of Accounting 1	3
BCOR 121	Introduction to Business Applications	2
ECON 201 & ECON 202	Principles of Microeconomics and Principles of Macroeconomics	6
ECON 225 or STAT 211	Elementary Business and Economics Statistics Elementary Statistical Inference	3
Choose one of the following:		3-6
ENGL 101 & ENGL 102	Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research	
ENGL 103	Accelerated Academic Writing	
MATH 124	Algebra with Applications	3
Total Hours		20-23

Major Code: 2153

[Click here to view the Suggested Plan of Study \(p. 4\)](#)

Human Resource Management Program Requirements

General Education Foundations

Please use this link to view a list of courses that meet each GEF requirement. (<http://registrar.wvu.edu/gef/>)

NOTE: Some major requirements will fulfill specific GEF requirements. Please see the curriculum requirements listed below for details on which GEFs you will need to select.

Code	Title	Hours
General Education Foundations		
F1 - Composition & Rhetoric		3-6

ENGL 101 & ENGL 102 or ENGL 103	Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research Accelerated Academic Writing	
F2A/F2B - Science & Technology		4-6
F3 - Math & Quantitative Reasoning		3-4
F4 - Society & Connections		3
F5 - Human Inquiry & the Past		3
F6 - The Arts & Creativity		3
F7 - Global Studies & Diversity		3
F8 - Focus (may be satisfied by completion of a minor, double major, or dual degree)		9
Total Hours		31-37

Please note that not all of the GEF courses are offered at all campuses. Students should consult with their advisor or academic department regarding the GEF course offerings available at their campus.

Degree Requirements

To qualify for the Bachelor of Science in Business Administration students must meet the following criteria:

- Complete a minimum of 120 credit hours.
- Possess an overall GPA of 2.0 or higher.
- Possess a minimum GPA of 2.0 for all Major Courses calculated using all attempted GPA hours unless excluded by the D/F repeat policy.
- The John Chambers College of Business and Economics accepts all baccalaureate transferable course work completed at public and private colleges in West Virginia and other regionally accredited institutions. Since the College is AACSB accredited, upper-division courses (courses equivalent to 300/400 level at WVU) must be evaluated by the Dean or designee before they may count toward business core, major core and major restricted electives in the Bachelor of Science in Business Administration or Bachelor of Science in Economics program.

Code	Title	Hours
	University Requirements	34
	Program Requirements	23
	Business Core Requirements	33
	Human Resource Management Major Requirements	30
	Total Hours	120

University Requirements

Code	Title	Hours
	General Education Foundations (GEF) 1, 2, 3, 4, 5, 6, 7, and 8 (31-37 Credits)	
	Outstanding GEF Requirements 2, 5, 6, 7 and 8	16
BCOR 191	First-Year Seminar	1
	General Electives	17
	Total Hours	34

Program Requirements

Code	Title	Hours
ACCT 201	Principles of Accounting 1 (Minimum grade of C-)	3
BCOR 121	Introduction to Business Applications (Minimum grade of C-)	2
ECON 201	Principles of Microeconomics (Minimum grade of C-; may fulfill GEF 4)	3
ECON 202	Principles of Macroeconomics (Minimum grade of C-; may fulfill GEF 8)	3
	Select one of the following (Minimum Grade of C-; may fulfill GEF 1):	3-6
ENGL 101 & ENGL 102	Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research	
ENGL 103	Accelerated Academic Writing	
	Select one of the following (Minimum grade of C-; may fulfill GEF 8):	3
ECON 225	Elementary Business and Economics Statistics	
STAT 211	Elementary Statistical Inference	

MATH 124	Algebra with Applications (Minimum grade of C-; may fulfill GEF 3)	3
Total Hours		23

Business Core Requirements

Code	Title	Hours
ENTR 102	Fundamentals of Entrepreneurship	3
BCOR 199	Introduction to Business	3
BCOR 299	Business Communication (Fulfills Writing and Communication Skills Requirement)	3
BCOR 320	Legal Environment of Business	3
BCOR 330	Information Systems and Technology	3
BCOR 340	Principles of Finance	3
BCOR 350	Principles of Marketing	3
BCOR 360	Supply Chain Management	3
BCOR 370	Principles of Management	3
BCOR 380	Business Ethics	3
BCOR 460	Contemporary Business Strategy	3
Total Hours		33

Human Resource Management Major Requirements

Code	Title	Hours
Possess a minimum GPA of 2.0 for all Major Courses, calculated using all attempted GPA hours unless excluded by the D/F repeat policy.		
HRMG 200	Diversity and Inclusion Management	3
MANG 330	Human Resource Management Fundamentals	3
MANG 422	Organizational Behavior	3
HRMG 440	Training and Development	3
HRMG 450	Talent Acquisition & Performance Management	3
HRMG 480	Employee and Labor Relations	3
Area of Emphasis		12
AI in HR		
Global HR		
People and Culture		
Total Hours		30

Suggested Plan of Study

First Year

Fall	Hours	Spring	Hours
BCOR 199		3 ACCT 201	3
BCOR 191		1 ECON 201 (GEF 4)	3
BCOR 121		2 ENGL 101 (GEF 1)	3
ENTR 102		3 HRMG 200	3
MATH 124 (GEF 3)		3 GEF (Choose from F2, F5, F6, F7 or F8)	3
GEF (Choose from F2, F5, F6, F7 or F8)		3	
		15	15

Second Year

Fall	Hours	Spring	Hours
ECON 202 (GEF 8)		3 BCOR 299	3
ECON 225 (GEF 8)		3 BCOR 340	3
ENGL 102 (GEF 1)		3 BCOR 350	3
GEF (Choose from F2, F5, F6, F7 or F8)		3 BCOR 370	3
Minor or General Elective		3 Minor or General Elective	3
		15	15

Third Year

Fall	Hours	Spring	Hours
BCOR 320		3 BCOR 360	3
BCOR 330		3 HRMG 450	3
MANG 330		3 MANG 422	3
GEF (Choose from F2, F5, F6, F7 or F8)		3 Area of Emphasis	3
Minor or General Elective		3 GEF (Choose from F2, F5, F6, F7 or F8)	3
		15	15

Fourth Year

Fall	Hours	Spring	Hours
BCOR 380		3 BCOR 460	3
HRMG 440		3 HRMG 480	3
Area of Emphasis		6 Area of Emphasis	3
Minor or General Elective		3 GEF (Choose from F2, F5, F6, F7 or F8)	3
		Minor or General Electives	3
		15	15

Total credit hours: 120

Areas of Emphasis

- AI in HR (p. 5)
- Global HR (p. 5)
- People and Culture (p. 5)

AI in HR Area of Emphasis

Code	Title	Hours
HRMG 455	AI Applications in HRM	3
MANG 426	Introduction to Decision Analysis	3
MANG 434	People Analytics	3
Select one of the following:		3
BUDA 450	Business Data Mining and Visualization	
BUDA 455	Introduction to Business Intelligence and Artificial Intelligence	
MIST 320	Managing Information Technology	
MIST 351	Database Management Systems	
Total Hours		12

Global HR Area of Emphasis

Code	Title	Hours
MANG 315	Cross-Cultural Communication	3
MANG 360	International Business	3
MANG 485	Global Strategic Issues	3
Select one of the following:		3
COMM 316	Intercultural Communication	
HRMG 491	Professional Field Experience	
BCOR 200	Faculty-Led Study Abroad	
Total Hours		12

People and Culture Area of Emphasis

Code	Title	Hours
COMM 306	Organizational Communication	3
MANG 434	People Analytics	3
MANG 480	Corporate Social Responsibility	3

or HRMG 491	Professional Field Experience	
Select one of the following:		3
ANTH 254	Cultural Anthropology	
SOC 235	Race and Ethnic Relations	
SOC 304	Complex Organizations	
Total Hours		12

Major Learning Outcomes

HUMAN RESOURCE MANAGEMENT

The objective of providing a foundational education in management at the undergraduate level cannot be realized without appropriate curricula content, effective teaching, and ultimately, learning. Within the undergraduate management major, we subscribe to the following learning goals for each of our undergraduate students:

- Graduates will acquire the knowledge of basic functional areas of human resource management.
- Graduates will be able to deal with the dynamics of individuals and teams within organizations and to motivate, lead, and inspire employees toward achieving organizational goals.
- Graduates will have an appreciation of the ethical, legal, and regulatory issues impacting the decision-making process.
- Graduates will recognize the opportunities and challenges associated with the global marketplace.