

STRATEGIC HUMAN CAPITAL MANAGEMENT CONCENTRATION - BUSINESS ADMINISTRATION (B.S.)

Admission Criteria:

Overall GPA - 2.5 if transferring from another concentration.

Overall GPA – 3.0 for all others

Unless otherwise noted, 120 credits of coursework is required for the baccalaureate degree with a minimum 2.0 overall GPA, and a minimum 2.0 major GPA.

Program Requirements Overview

Code	Title	Credits
	General Education Requirements	30
	World Languages and Cultures Requirements	3-9
	Major Requirements	42
	Concentration Requirements	27
	Free Electives	18-12
	Total Credits	120

Major Requirements

Code	Title	Credits
Business Administration Required Core		
<i>Business Fundamentals</i>		
ACCT 204	Fundamentals of Accounting (Students in the Finance concentration take ACCT 201)	3
	or ACCT 201 Fundamentals of Financial Accounting	
BSLW 235	Legal, Ethical, and Global Environment of Business	3
BUGN 280	Strategic Business Communications	3
INFO 290	Technology in Business	3
MGMT 201	Business Ethics and Social Impact	3
MGMT 439	Applied Business Strategy	3
<i>Integrated Core</i>		
FINC 300	Integrated Core: Finance	3
INFO 300	Integrated Core: Operations Management	3
MGMT 300	Integrated Core: Management	3
MKTG 300	Integrated Core: Marketing	3
<i>Collateral Courses</i>		
ECON 101	Applied Macroeconomics	3
ECON 102	Applied Microeconomics	3
INFO 173	Spreadsheet Modeling for Business Decisions	3
INFO 240	Statistical Methods in Business	3
Business Administration Career Learning		
BUGN 310	Campus to Career Transition I	0
BUGN 320	Campus To Career Transition II	0
	Total Credits	42

Strategic Human Capital Management Concentration Requirements

Code	Title	Credits
Concentration Core		
MGMT 310	Human Capital Management Practicum I	1.5
MGMT 316	Human Resource Management	3
MGMT 327	Training, Development, and Career Planning	3
MGMT 410	Human Capital Management Practicum II	1.5
MGMT 485	Strategic Human Resource Analytics	3

Concentration Electives

Complete the following for a total of 9 credits: 9

Select at least 6 credits from the following:

MGMT 315	Organizational Behavior	
MGMT 318	Leadership	
MGMT 332	Diversity In Business	
MGMT 416	Global Talent Management	
MGMT 417	Total Rewards: Compensation and Benefits	

Select 0-3 credits from the following:

ENTR 201	The Entrepreneurial Mindset and Innovation	
MGMT 305	Negotiations in the Workplace	
MGMT 314	Corporate Social Responsibility: Global Strategies	
MGMT 331	Family Business	
MGMT 335	Small Business Management	
MGMT 356	Cross-Cultural Behavior and Management	
MGMT 363	Business and Society	
MGMT 392	Management Cooperative Education	
MGMT 431	Strategic Business Execution	
MGMT 436	Strategic Project Management	
MGMT 491	Business Consulting	
MGMT 492	Special Topics in Management	

Major Electives

Complete 6 credits from the list below. 6

Total Credits 27

Business Administration Major Electives

Code	Title	Credits
Required or elective concentration courses will not count as major electives		
General Business		
BUGN 295	Elements of Business	3
Cooperative Education		
COED 401	Cooperative Education Experience I	3-8
COED 402	Cooperative Education Experience II	3-8
COED 403	Cooperative Education Experience III	3-8
COED 404	Cooperative Education Experience IV	3-8
Economics		
Entrepreneurship		
ENTR 201	The Entrepreneurial Mindset and Innovation	3
ENTR 260	Introduction to Innovation and 3D Printing	3
ENTR 290	Special Topics in Entrepreneurship	3
ENTR 301	Creating Your Startup Business Model	3
ENTR 302	Preparing to Pitch and Launch Your Startup	3

ENTR 303	Create and Pitch Your Startup	6	HSET 356	Entertainment, Theme Park, and Attractions Industries	3
ENTR 310	Entrepreneurial Accounting and Finance	3	HSET 360	Casino Management	3
ENTR 320	Marketing for Entrepreneurs	3	HSET 365	Event Marketing and Management II	3
ECON 322	Health Economics and Policy	3	HSET 366	Hospitality Financial Management	3
ENTR 350	Entrepreneurship Cooperative Education	1-3	HSET 370	Customer Relationship Management (CRM) Technologies in Hospitality	3
ENTR 360	Advanced Innovation and Digitally Mediated Making	3	HSET 375	Property and Community Association Management	3
ECON 381	Global Economies and Markets	3	HSET 380	Lodging Management	3
ENTR 401	The Legal Entrepreneurial Journey	3	HSET 385	Human Resource Management in Hospitality, Sports, Events, and Tourism	3
ENTR 420	Growing Your Startup Company	3	HSET 390	Food and Beverage Management	3
ENTR 460	Applied Digital Innovation Design, and Lean Fabrication	3	HSET 392	Special Topics in Hospitality Management	1-6
ENTR 491	Independent Study in Entrepreneurship	3	HSET 395	Information Systems and Technology in Hospitality, Sports, Events, and Tourism	3
Finance			HSET 480	Revenue Management in Hospitality, Sports, Events, and Tourism	3
FINC 209	Personal Finance	3	HSET 492	Independent Study in Hospitality, Sports, Events, and Tourism	1-3
FINC 221	Introduction to Finance	3	HSET 493	Special Topics in Leisure and Tourism	3
FINC 318	Introduction to Financial Planning	3	International Business		
FINC 322	Corporate Finance	3	INBS 250	Introduction to International Business	3
FINC 326	Investments	3	INBS 347	Export/Import Marketing Process	3
FINC 327	International Financial Management	3	INBS 349	International Marketing	3
FINC 350	Special Topics in Finance	3	INBS 350	Cross-Cultural Behavior and Negotiation	3
FINC 361	Financial Technology	3	INBS 440	International Retailing	3
FINC 372	Securities Industry Essentials	3	INBS 482	International Business Co-op Ed	3
FINC 391	Blockchain and Cryptoassets for Finance	3	Information and Decision Science		
FINC 410	Computer Applications in Economics and Finance	3	INFO 230	Introduction to Business Co-Op Work Exp	3-6
FINC 423	Advanced Corporate Finance	3	INFO 299	Special Topics in Data and Technology	3
FINC 425	Working Capital Management	3	INFO 301	Business Decision Making	3
FINC 430	Financial Derivatives	3	INFO 306	Introduction to Web Development	3
FINC 431	Advanced International Financial Management	3	INFO 342	Information Technology Infrastructure	3
FINC 490	Advanced Investment Analysis	3	INFO 351	Fundamentals of Project Management	3
FINC 491	Cooperative Education in Finance	3-8	INFO 360	MIS Co-Op	3
FINC 495	Student Managed Fund	3	INFO 361	Information Technology Projects	3
Hospitality and Tourism			INFO 366	Managing Big Data and Cloud Computing	3
HSET 208	Leisure and Recreation in Society	3	INFO 367	Introduction to Data Mining	3
HSET 250	Introduction to Hospitality and Tourism	3	INFO 390	Digital Transformation	3
HSET 255	Professional Development in Hospitality, Sports, Events, Tourism	3	INFO 391	Blockchain Technology	3
HSET 260	Sport Sales	3	INFO 395	Business Analytics and Artificial Intelligence Strategy	3
HSET 302	Managing Facilities in Hospitality, Sports, Events, and Tourism	3	INFO 414	Information Security System Management	3
HSET 315	International Tourism Marketing and Management	3	INFO 416	Business Process Analysis and Enterprise Systems	3
HSET 320	Sports Marketing	3	INFO 470	Electronic Commerce: Creating Business Value Using Information Technology	3
HSET 321	Event Marketing and Management I	3	INFO 476	Data Mining for Business	3
HSET 325	Service Management	3	INFO 488	Business Application with Artificial Intelligent (AI) Systems	3
HSET 330	Resort and Cruise Management	3	INFO 491	Independent Study in Information Systems	3
HSET 335	International Experience in Hospitality, Sports, Events, and Tourism	3	INFO 492	Special Topics in Information Systems	1-3
HSET 340	Restaurant Management and Operations	3	INFO 496	Advanced Systems Analysis and Design	3
HSET 350	Club Management	3			
HSET 353	Legal Issues in Hospitality and Tourism	3			
HSET 354	Analytics for Sports and Entertainment Industries	3			
HSET 355	Hospitality, Sports, Events, and Tourism Co-op Ed	3			

Management			REAL 405	Real Estate Development	3
MGMT 305	Negotiations in the Workplace	3	REAL 460	Real Estate Investments	3
MGMT 314	Corporate Social Responsibility: Global Strategies	3	ECON 201	Data Analysis Tools in Economics and Business	3
MGMT 315	Organizational Behavior	3	ECON 203	Fundamental Mathematics for Economics	3
MGMT 316	Human Resource Management	3	ECON 206	Managerial Economics	3
MGMT 318	Leadership	3	ECON 207	Intermediate Microeconomic Analysis	3
MGMT 327	Training, Development, and Career Planning	3	ECON 208	Intermediate Macroeconomic Analysis	3
MGMT 331	Family Business	3	ECON 215	The Economics of Social Problems	3
MGMT 332	Diversity In Business	3	ECON 221	Economics of Professional Sports	3
MGMT 335	Small Business Management	3	ECON 224	Financial Economics	3
MGMT 356	Cross-Cultural Behavior and Management	3	ECON 240	Economics of Time and Mind	3
MGMT 363	Business and Society	3	ECON 301	Money and Banking	3
MGMT 392	Management Cooperative Education	3	ECON 303	Economic Growth and Development	3
MGMT 415	Organizational Theory: Macro Approaches	3	ECON 308	Public Finance	3
MGMT 416	Global Talent Management	3	ECON 310	Urban and Regional Economics	3
MGMT 417	Total Rewards: Compensation and Benefits	3	ECON 311	Labor Economics	3
MGMT 431	Strategic Business Execution	3	ECON 314	Development of Economic Thought	3
MGMT 433	Entrepreneurship and Innovation	3	ECON 317	Quantitative Methods for Economics	3
MGMT 436	Strategic Project Management	3	ECON 321	Economics of Industrial Organization	3
MGMT 491	Business Consulting	3	ECON 324	Capital Markets and Financial Institutions	3
MGMT 492	Special Topics in Management	1-3	ECON 370	International Economics	3
Marketing			ECON 371	World Trade and Investment	3
MKTG 250	Professional Selling	3	ECON 381	Global Economies and Markets	3
MKTG 307	Retail Marketing and Management	3	ECON 390	Applied Econometrics	3
MKTG 309	Buying and Distribution Strategies	3	ECON 398	Economics Independent Study	1-3
MKTG 310	Services Marketing	3	ECON 405	Economic Development of Sub-Saharan Africa	3
MKTG 322	Customer Relationship Management Practicum	3	ECON 408	Strategic Thinking and Game Theory	3
MKTG 325	Practicum in E-Retailing	3	ECON 412	Business Forecasting and Analytics	3
MKTG 341	Consumer Behavior	3	ECON 422	Globalization and World Development	3
MKTG 342	Sales Management	3	ECON 430	International Macroeconomic Policy	3
MKTG 344	Integrated Marketing Communications	3	General Education Requirements		
MKTG 345	Nonprofit Operations and Marketing	3	Click here for a list of courses that fulfill General Education categories. (http://catalog.montclair.edu/programs/general-education-requirements-ba-bs/)		
MKTG 348	Digital Marketing	3	Code	Title	Credits
MKTG 350	Pharmaceutical and Health Care Marketing	3	A. New Student Seminar		
MKTG 351	Retail Co-op Education	3	Complete a 1 credit New Student Seminar course.		
MKTG 360	Brand Management	3	C. Communication		
MKTG 365	Sustainability and Green Marketing	3	1. Writing 3		
MKTG 441	Digital Selling	3	2. Literature 3		
MKTG 442	Marketing Research	3	3. Communication 3		
MKTG 443	Sales Leadership and Negotiation	3	D. Fine and Performing Arts		
MKTG 446	Marketing Strategy and Implementation	3	Complete a 3 credit Fine and Performing Arts course.		
MKTG 447	Marketing Analytics	3	F. Humanities		
MKTG 451	Internship in Retail Management	3	1. Great Works and Their Influences 3		
MKTG 482	Independent Owned and Franchised Retailing	3	2. Philosophical and Religious Perspectives 3		
MKTG 483	Seminar in Retail Management	3	G. Computer Science		
MKTG 490	Marketing Co-op Ed	3	INFO 173	Spreadsheet Modeling for Business Decisions (Fulfilled in the major.)	
MKTG 492	Independent Study in Marketing	1-3	H. Mathematics		
MKTG 493	Special Topics in Marketing	1-3			
Real Estate					
REAL 204	Real Estate Principles and Practice	3			
REAL 305	Commercial Real Estate Analysis	3			
REAL 360	Mortgage and Fixed Income Analysis	3			

INFO 240	Statistical Methods in Business (Fulfilled in the major.)	
I. Natural Science Laboratory		
Complete a 4 credit Natural Science Laboratory course.		4
J. Physical Education		
Complete a 1 credit Physical Education course.		1
K. Social Science		
1. American and European History		3
2. Global Cultural Perspectives		3
3. Social Science Perspectives		
ECON 101	Applied Macroeconomics (Fulfilled in the major.)	
L. Interdisciplinary Studies		
ECON 102	Applied Microeconomics (Fulfilled in the major.)	
Total Credits		30

World Languages and Cultures Requirements

Click here for a list of courses that fulfill World Languages and Cultures categories. (<http://catalog.montclair.edu/programs/world-languages-and-cultures-requirements/>)

Code	Title	Credits
World Languages		
Based on language placement exam, complete one or two sequential courses in the same language. Requirement is automatically fulfilled by language major courses.		3-6
World Cultures		
Requirement may be fulfilled by course selected in General Education - Social Science: Global Cultural Perspectives. Requirement may also be fulfilled by major coursework. See list of courses.		0-3
Total Credits		3-9

Recommended Roadmap to Degree Completion

This four-year plan is provided as an outline for students to follow in order to complete their degree requirements within four years. This plan is a recommendation and students should only use it in consultation with their academic advisor.

First Year			
Fall	Credits	Spring	Credits
GENERAL EDUCATION: (A) New Student Seminar	1	GENERAL EDUCATION: (C2) Literature	3
GENERAL EDUCATION: (C1) Writing	3	ECON 101	3
GENERAL EDUCATION: (C3) Communication	3	INFO 240	3
ECON 102	3	INFO 290	3
INFO 173	3	MGMT 201	3
MATH 100	3		
(if needed) or Free Elective			
	16		15

Second Year			
Fall	Credits	Spring	Credits
ACCT 204		3 Concentration Elective	3
BUGN 280		3 FINC 300	3
BSLW 235		3 MGMT 300	3
MGMT 310	1.5	MKTG 300	3
MGMT 316		3 INFO 300	3
Concentration Elective		3 BUGN 310	0
	16.5		15

Third Year			
Fall	Credits	Spring	Credits
GENERAL EDUCATION (F1) Humanities – Great Works and Their Influences		3 MGMT 485	3
GENERAL EDUCATION (I) Natural Science Laboratory		4 Concentration Elective	3
World Language 1		3 World Language 2 (if needed) or Free Elective	3
MGMT 327		3 GENERAL EDUCATION (K1) Social Science – American and European History	3
MGMT 410	1.5	GENERAL EDUCATION (K2) Social Science – Global Cultural Perspectives	3
	14.5		15

Fourth Year			
Fall	Credits	Spring	Credits
Major Elective		3 GENERAL EDUCATION (D) Fine and Performing Arts	3
Major elective		3 GENERAL EDUCATION (F2) Humanities – Philosophical and Religious Perspectives	3
Free Elective		3 World Cultures (if needed) or Free Elective	3
MGMT 439		3 Free Elective	3
BUGN 320		0 Free Elective	3
GENERAL EDUCATION (J) Physical Education		1	
	13		15

Total Credits 120