

BS Business Administration - Human Resources Management & Organizational Behavior Concentration + MBA - Human Resources Management and Organizational Behavior Concentration FAST Program (25-26)

Note: This FAST program supports one concentration in the BS Business Administration coupled with one concentration in the MBA.

Total FAST Program Units (BS + MBA) 120+30 = 150

Business Administration, B.S. Program, Human Resources Management & Organizational Behavior Concentration (120 units)

Degree Requirements Unit-Outline

- A baccalaureate of science degree requires a total of 120 units:
 - The major requirements consists of 72 units;
 - General Education (GE) & Graduation Requirements (GR) consist of 52 units;
 - Free Electives may consist of 0 units (actual number of free elective units may depend on GE/GR units).

Note: It may be possible to double-count units within the graduation requirements or that a course may satisfy both a graduation requirement and a major requirement. Students should contact their program advisors for information.

Business Administration Major Requirements (72 units)

Note the following:

- *All lower division core, upper division core, and concentration courses are 3 semester units each, and must be taken for a letter grade. Credit/No Credit is not accepted.*
- *All courses for the major (including lower division, upper division, concentration, and capstone courses) must be completed with a letter grade of “C-” or better.*

Lower Division Core Courses

The following 21 units of lower-division coursework are required:

ACCT 210 - Introduction to Financial Accounting *Units: 3*
ACCT 215 - Introduction to Managerial Accounting *Units: 3*
ECON 200 - Principles of Microeconomics *Units: 3 ; Breadth Area: GE-4*
ECON 205 - Principles of Macroeconomics *Units: 3 ; Breadth Area: GE-4*
STAT 110 - Elements of Statistics for Business and Economics *Units: 3*
MATH 110 - Finite Mathematics for Business *Units: 3 ; Breadth Area: GE-2*
or MATH 110E

Plus, choose one (1) course from the following:

ACCT 220 - Legal Environment of Business *Units: 3 ; Breadth Area: GE-4; Social Justice*

ACCT 320 - Business Law for Accountants *Units: 3*

Upper Division Core Courses

Eighteen (18) units of upper-division coursework is required.

FIN 300 - Financial Management *Units: 3*

MGMT 310 - Organizational Behavior *Units: 3*

MGMT 350 - Decision Science *Units: 3 ; Breadth Area: GE-UD-5*

MGMT 499 - Seminar in Strategic Business Management *Units: 3*

MKTG 300 - Marketing Principles *Units: 3*

Plus, choose one (1) course from the following:

ECON 385 - Global Economic Analysis *Units: 3 (Recommended for Business Economics concentration students)*

MGMT 385 - International Business *Units: 3*

FAST Program Courses

Students must complete three (3) courses of the following for 9 units:

- MGMT 608 – Operations and Supply Chain Management *Units: 3*
- MGMT 609 - Negotiation and Conflict Resolution *Units: 3*
- ECON 606 – Managerial Economics *Units: 3*

And 1 course from the list below for 3 units:

- MGMT 610 – Strategic Human Resources Management *Units: 3*
- MGMT 612 – Strategic Compensation and Reward Systems *Units: 3*
- MGMT 614 – Talent Management *Units: 3*
- MGMT 616 – People Analytics *Units: 3*
 - If chosen, MGMT 408 is a prerequisite and must be completed before taking MGMT 616.
- MGMT 618 – Human Resources and the Law *Units: 3*
- MGMT 620 – Leading Teams and Managing Creativity *Units: 3*

- **MGMT 622 – Managing the Global Workplace** Units: 3
- **MGMT 624 – Special Topics in Human Resource Management and Organizational Behavior** Units: 3

Concentration Requirements

Students must select one (1) concentration for 27 units:

Human Resources Management & Organizational Behavior Concentration

Foundation Courses

The following 9 units are required:

- **ITM 300 - Information Technology Management** Units: 3
- **MGMT 300 - Business and Professional Ethics** Units: 3 ; *Breadth Area: Social Justice*
- **MGMT 370 - Business, Government and Society** Units: 3 ; *Breadth Area: Sustainability Overlay*

Required Course

The following 3 units course are required:

- **MGMT 312 - Human Resources Management** Units: 3

Elective Courses

Select three (3) courses for 9 units from the following list:

- **MGMT 311 - Managing Diversity in the 21st Century Workplace** Units: 3
- **MGMT 314 - Leadership and Management** Units: 3
- **MGMT 316 - Training and Development** Units: 3
- **MGMT 318 - Employee Relations and Employment Law** Units: 3
- **MGMT 400 - Seminar on Special Topics in Human Resource Management and Organizational Behavior** Units: 3
- **MGMT 402 - Managing the Global Workplace** Units: 3
- **MGMT 404 - Staffing and Talent Management** Units: 3
- **MGMT 406 - Compensation and Reward Systems** Units: 3
- **MGMT 408 - HR Analytics** Units: 3

Other Undergraduate Degree Requirements

In addition to major requirements, every student must also complete the University's baccalaureate requirements for graduation, which are described in the [Undergrad Baccalaureate & Program Requirements](#) chapter of this catalog.

Business Administration, M.B.A.: Human Resources Management and Organizational Behavior Concentration (30 units)

The following departmental requirements are in addition to the university requirements:

Core Courses

The following 18 core and capstone units are required for all M.B.A. students:

- [ACCT 604 - Financial Accounting](#) *Units: 3*
- [FIN 605 - Corporate Financial Management](#) *Units: 3*
- [MGMT 601 - Leading People and Organizations](#) *Units: 1.5*
- [MGMT 602 - Business Analytics for Managers](#) *Units: 3*
- [MGMT 603 - Managing Complex Issues in Global Context](#) *Units: 3*
- [MKTG 601 - Managerial Communication](#) *Units: 1.5*
- [MKTG 607 - Marketing Management](#) *Units: 3*

Concentrations

Students must select one (1) of the following 12-unit concentrations:

- Business Administration, M.B.A.: Human Resources Management and Organizational Behavior Concentration

Human Resources Management and Organizational Behavior Concentration

Required Courses

Students select any three (3) courses, for 9 units, from the following:

- **MGMT 610 - Strategic Human Resources Management** *Units: 3*
- **MGMT 612 - Strategic Compensation and Reward Systems** *Units: 3*
- **MGMT 614 - Talent Management** *Units: 3*
- **MGMT 616 - People Analytics** *Units: 3*
- **MGMT 618 - Human Resources and the Law** *Units: 3*
- **MGMT 620 - Leading Teams and Managing Creativity** *Units: 3*
- **MGMT 622 - Managing the Global Workplace** *Units: 3*
- **MGMT 624 - Special Topics in Human Resource Management and Organizational Behavior** *Units: 3*

If a MGMT course was taken as a FAST elective in the bachelor's portion of the program, it may not be repeated or used for credit here.

Business Administration, M.B.A. Capstone Requirement

The following capstone is required for 3 units to complete the degree:

- **MGMT 693 - Strategic Management Capstone (Project)** *Units: 3*

Other Graduate & Post-Baccalaureate Degree Requirements

In addition to departmental requirements, every student must also satisfy the University requirements for graduation as described throughout this catalog. These include the 70% unit residence requirement; the five-year rule on currency of subject matter; the minimum number of units in 600-level courses; the "C" minimum grade for each graduate course; and the 3.00 grade point average in all units counted towards the degree.