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Pamplin College of Business

MANAGEMENT MAJOR
MAJOR OPTION: HUMAN RESOURCE MANAGEMENT (MHR)

Department of Management

Bachelor of Science in Business

For students graduating in calendar year **2019**

University Policy 91 requires a student to make satisfactory academic progress towards a degree, see Footnote 1, in order to remain enrolled in the institution. Students are responsible for reading and understanding Policy 91, in accordance with Pamplin Policies (http://www.undergrad.pamplin.vt.edu/).

FRESHMAN YEAR (32 Semester Hours Required)	F	SP
ACIS 1504 Introduction to Business Analytics and Business Intelligence [1,2]	3	
ENGL 1105-1106 Freshman English or COMM 1015-1016 Communication Skills	3	3
MATH 1525-1526 Elementary Calculus with Matrices (Area 5) [1,2,7]	3	3
Area 4: Scientific Reasoning and Discovery	3	3
PSYC 1004 **OR** SOC 1004 Introductory Psychology or Sociology	3	
Free Elective [4,5]		3
Free Elective [4,5]		3
Free Electives (at least one hour of which must be an Area 6 course) [4,5]	1	1

SOPHOMORE YEAR (33 Semester Hours Required)	F	SP
ACIS 2115-2116 Principles of Accounting [1,2]	3	3
BIT 2405-2406 Quantitative Methods [1,2]	3	3
ECON 2005-2006 Principles of Economics [1,2,6]	3	3
Area 2: Ideas, Cultural Traditions and Values	3	3
COMM 2004 Public Speaking [3] **OR** if COMM 1015-6 taken, then Non-Business Free Elective	3	
ACIS 2504 Personal Computers in Business		3
# MGT 3304 Management Theory & Leadership Practice [2]		3

JUNIOR YEAR (30 Semester Hours Required)	F	SP
# MKTG 3104 Marketing Management [2]	3	
# FIN 3104 Introduction to Finance [2]	3	
# FIN 3054 Legal and Ethical Environment of Business **OR** # FIN 3074 Legal, Ethical, and Financing Issues for Entrepreneurs [2,9]	3	
# MGT 3604 Managerial Analytics (Pre: ACIS 2504; Co-Req: MGT 3304)		3
# BIT 3414 Operations and Supply Chain Management [2]		3
# MGT 3324 Organization Behavior (Co-Req: MGT 3304)		3
# Management Option Course (as indicated on next page)		3
Free Electives [4,5]	6	3

SENIOR YEAR (30 Semester Hours Required)	F	SP
# MGT 4334 Ethical Leadership and Corporate Social Responsibility (Pre: MGT 3304)	3	
# MGT 4344 Productivity and Quality Leadership (Pre: MGT 3304, MGT 3324, MGT 3604, BIT 3414)		3
# MGT 4394 Strategic Management (Pre: MGT 3304, MKTG 3104, FIN 3104, BIT 3414; Co-Req: FIN 3054) [2]		3
# Management Option Courses (as indicated on next page)	3	3
Free Electives [4,5]	9	6

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Option 2: Human Resource Management
(9 Semester Hours) (All courses listed below have MGT 3304 as a pre-requisite)
MGT 3344 Employee and Labor Relations (3 hours)
MGT 3424 Human Resource Staffing and Development[8] (3 hours)
MGT 4414 Compensation and Performance Management (3 hours)

Management courses which can be taken as free electives:

MGT 1104 Foundations of Business
MGT 3014 Career Planning Strategy for Management Majors
MGT 3064 Cornerstones of Entrepreneurship and Innovation
MGT 3074 Social Entrepreneurship
MGT 3314 International Business
MGT 3444 Multicultural Diversity in Organizations
MGT 3754 Management Internship & Career Development (Pre: 3304)
MGT 4064 Developing Entrep Ventures (Pre: 3064, completion of any two of the following courses BIT 3414, FIN 3104, MGT 3304, MKTG 3104)
MGT 4084 Management Consulting (Pre: 3304)
MGT 4094 (ENGE 4094; IDS 4094) Managing Technology Commercialization
MGT 4314 International Management (Area 7)
MGT 4324 (PHIL 4324) Business and Professional Ethics

GENERAL INFORMATION

A total of 125 semester hours is required for graduation. Applicants are considered on a competitive GPA and space available basis.
Overall and In-Major GPA: Students must have an overall GPA of at least a 2.0 and an in-major GPA of at least a 2.0 to graduate. Courses used to calculate the in-major GPA are noted with a # (e.g., #MGT 3604).
Transferring courses: Requirements and procedures for transferring courses are available in the University Catalog and the Pamplin College of Business form, "Authorization to Take Courses Elsewhere."
Language Requirement: Students who did not successfully complete at least two years of a single foreign, classical, or sign language during high school must successfully complete six semester hours of a single foreign, classical, or sign language at the college level. Courses taken to meet this requirement do not count toward the hours required for graduation. Please consult the Undergraduate Catalog for details.
Satisfactory Progress: Requirements for entering and remaining in this restricted major: Completion of and minimum GPA of 2.5 in ACIS 1504, ECON 2005, MATH 1525 and 1526. All students in the Management Major having attempted 72 semester hours must maintain both an in-major GPA of 2.0 or better, and an overall GPA of 2.0 or better.

FOOTNOTES

1 Satisfactory progress toward a degree: Upon having attempted 72 credit hours (students who entered Pamplin as freshmen) or 90 credit hours (students who transferred into Pamplin), a student must: (1) achieve no grade lower than a C- in MATH 1525 and 1526 (or acceptable equivalents); ACIS 1504, 2115 and 2116; BIT 2405 and 2406; ECON 2005 and 2006; and (2) achieve a minimum GPA of 2.0 in the combination of courses previously listed. Students who have not met the requirements will be notified upon reaching 72 credit hours (or 90 credit hours for transfer students) that they must complete any missing courses during the next term of enrollment to rectify any deficiencies. Failing to do so will result in a student being required to transfer to another college at Virginia Tech. This policy is strictly enforced.

2 Graduation requirement: A student must achieve a grade of C- or better in the business core courses (ACIS 1504, MATH 1525-1526, ACIS 2115-2116, BIT 2405-2406, ECON 2005-2006, BIT 3414, FIN 3104, MGT 3304, MKTG 3104, FIN 3054 or 3074, and MGT 4394). A grade of C- or better must be earned in BIT 3414, FIN 3104, MGT 3304, and MKTG 3104 before taking MGT 4394. FIN 3054 or 3074 may be taken at the same time as MGT 4394, however, the student must earn the specified grade or repeat the course and earn a C- or better before a business degree can be earned.

3 COMM 2004, Public Speaking, is required for all Business majors who did not take COMM 1015-1016. It may be completed in the sophomore, junior or senior year.

4 Free electives must include at least one hour from the Curriculum for Liberal Education Area 6: Creativity and Aesthetic Experience.

5 The Curriculum for Liberal Education Area 7: Critical Issues in a Global Context may be used to meet another requirement or taken as a free elective.

6 ECON 2005 and 2006 will satisfy the Curriculum for Liberal Education in Area 3: Society and Human Behavior.

7 Equivalent Math courses may be substituted to complete the Curriculum for Liberal Education in Area 5: Quantitative and Symbolic Reasoning

8 Students should take this course spring of their Junior year.

9 Because the course includes the major legal substantive areas covered in the current FIN 3054 Legal Environment for Business course, College of Business Majors may use it to fulfill the FIN 3054 requirement; students may not receive credit for both courses. Students who also have the ENVG Minor are encouraged to take FIN 3074.

(Updated: January 2017; master copy: Gautier, Dept. of MGT 231-6353)