

# HUMAN CAPITAL MANAGEMENT, B.S.

**Begin Campus:** Any Penn State Campus

**End Campus:** Harrisburg

## Degree Requirements

For the Bachelor of Science degree in Human Capital Management, a minimum of 120 credits is required:

Requirement	Credits
General Education	45
Requirements for the Major	93

**18 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 9 credits of GWS courses; 6 credits of GQ courses; 3 credits of GS courses.**

## Requirements for the Major

To graduate, a student enrolled in the major must earn a grade of C or better in each course designated by the major as a C-required course, as specified by Senate Policy 82-44 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44>).

Code	Title	Credits
<b>Prescribed Courses</b>		
ACCTG 211	Financial and Managerial Accounting for Decision Making	4
BA 364Y	International Business and Society	3
ECON 102	Introductory Microeconomic Analysis and Policy	3
ECON 104	Introductory Macroeconomic Analysis and Policy	3
FIN 301	Corporation Finance	3
MIS 250	Introduction to Problem Solving with Spreadsheet Analysis and Information Systems Management	3
MIS 390	Information Systems Management and Applications	3
MKTG 301	Principles of Marketing	3
SCM 301	Supply Chain Management	3
<i>Prescribed Courses: Require a grade of C or better</i>		
BA 462	Business Strategy	3
CAS 100	Effective Speech	3
ENGL 202D	Effective Writing: Business Writing	3
MGMT 301	Basic Management Concepts	3
MGMT 341	Human Resource Management	3
MGMT 440	Compensation and Benefits	3
MGMT 441	Organizational Staffing and Development	3
MGMT 443	Performance Management	3
MGMT 495	Internship	3
<b>Additional Courses</b>		
BA 241 & BA 242 or BA 243	Legal Environment of Business and Social and Ethical Environment of Business Social, Legal, and Ethical Environment of Business	4

*Additional Courses: Require a grade of C or better*

MATH 110 or MATH 140	Techniques of Calculus I Calculus With Analytic Geometry I	4
SCM 200 or STAT 200	Introduction to Statistics for Business Elementary Statistics	4
Select 3 credits from the following:		3
ENGL 15	Rhetoric and Composition	
ENGL 30H	Honors Rhetoric and Composition	
ESL 15	ESL Composition for American Academic Communication II	
Select 6 credits from the following:		6
MGMT 321	Leadership and Motivation	
MGMT 326	Organizational Behavior and Design	
MGMT 400	Organization Development	
MGMT 410	Project Management	
MGMT 420	Negotiation and Conflict Management	
MGMT 424	Interpersonal Relationships in Organizations	
MGMT 433	Leadership and Team Building	
MGMT 445	Managing a Diverse Workforce	
MGMT 450	Labor Management Relations	
MGMT 483	Compliance and Fairness in Organizations	

## Supporting Courses and Related Areas

Select 12 credits from 200-400 level business courses from: ACCTG, BA, ECON, FIN, MIS, MGMT, MKTG, or SCM in consultation with an academic adviser and in support of the student's interests	12
Select 5 credits of Non-Business Electives	5

## General Education

Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (<https://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program/>) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

## Foundations (grade of C or better is required and Inter-Domain courses do not meet this requirement.)

- **Quantification (GQ):** 6 credits
- **Writing and Speaking (GWS):** 9 credits

## Breadth in the Knowledge Domains (Inter-Domain courses do not meet this requirement.)

- **Arts (GA):** 3 credits
- **Health and Wellness (GHW):** 3 credits
- **Humanities (GH):** 3 credits
- **Social and Behavioral Sciences (GS):** 3 credits
- **Natural Sciences (GN):** 3 credits

## **Integrative Studies**

- **Inter-Domain Courses (Inter-Domain):** 6 credits

## **Exploration**

- **GN**, may be completed with Inter-Domain courses: 3 credits
- **GA, GH, GN, GS, Inter-Domain courses.** This may include 3 credits of World Language course work beyond the 12th credit level or the requirements for the student's degree program, whichever is higher: 6 credits

## **University Degree Requirements**

### **First Year Engagement**

All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

### **Cultures Requirement**

6 credits are required and may satisfy other requirements

- United States Cultures: 3 credits
- International Cultures: 3 credits

### **Writing Across the Curriculum**

3 credits required from the college of graduation and likely prescribed as part of major requirements.

### **Total Minimum Credits**

A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

### **Quality of Work**

Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

### **Limitations on Source and Time for Credit Acquisition**

The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (<https://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#83-80>)). For more information, check the Suggested Academic Plan for your intended program.