

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 a baccalaureate degree with a minimum 2.0 overall GPA, and a minimum 2.0 major GPA.

For details about this program, including program description, admission requirements, and contact information, click here (<https://www.montclair.edu/academics/programs/bs-business-administration/>).

Degree Requirements Overview

Code	Title	Credits
	New Student Seminar	1
	SEEDS General Education Requirements	15-18
	Major Requirements	42
	Concentration Requirements	27
	Free Electives	35-32
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
BCOM 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 Course I: Prepare for Your Career	0
BUGN 320	Campus to Career Transition Course II: On the Job Success	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 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		
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		
ECON 201	Data Analysis Tools in Economics and Business	3
ECON 203	Fundamental Mathematics for Economics	3
ECON 206	Managerial Economics	3
ECON 207	Intermediate Microeconomic Analysis	3

ECON 208	Intermediate Macroeconomic Analysis	3	FINC 391	Blockchain and Cryptoassets for Finance	3
ECON 215	The Economics of Social Problems	3	FINC 410	Computer Applications in Economics and Finance	3
ECON 221	Economics of Professional Sports	3	FINC 423	Advanced Corporate Finance	3
ECON 224	Financial Economics	3	FINC 425	Working Capital Management	3
ECON 240	Economics of Time and Mind	3	FINC 430	Financial Derivatives	3
ECON 301	Money and Banking	3	FINC 431	Advanced International Financial Management	3
ECON 303	Economic Growth and Development	3	FINC 490	Advanced Investment Analysis	3
ECON 308	Public Finance	3	FINC 491	Cooperative Education in Finance	3-8
ECON 310	Urban and Regional Economics	3	FINC 495	Student Managed Fund	3
ECON 311	Labor Economics	3	Hospitality and Tourism		
ECON 314	Development of Economic Thought	3	HSET 208	Leisure and Recreation in Society	3
ECON 317	Optimization Methods for Economics	3	HSET 250	Introduction to Hospitality and Tourism	3
ECON 321	Economics of Industrial Organization	3	HSET 255	Professional Development in Hospitality, Sports, Events, Tourism	3
ECON 324	Capital Markets and Financial Institutions	3	HSET 260	Sport Sales	3
ECON 370	International Economics	3	HSET 302	Managing Facilities in Hospitality, Sports, Events, and Tourism	3
ECON 371	World Trade and Investment	3	HSET 315	International Tourism Marketing and Management	3
ECON 381	Global Economies and Markets	3	HSET 320	Sport Marketing	3
ECON 390	Applied Econometrics	3	HSET 321	Events and Entertainment Management and Marketing I	3
ECON 395	Business Forecasting and Analytics	3	HSET 325	Service Management	3
ECON 398	Economics Independent Study	1-3	HSET 330	Resort and Cruise Management	3
ECON 405	Economic Development of Sub-Saharan Africa	3	HSET 335	International Experience in Hospitality, Sports, Events, and Tourism	3
ECON 408	Strategic Thinking and Game Theory	3	HSET 340	Restaurant Management and Operations	3
ECON 422	Globalization and World Development	3	HSET 350	Club Management	3
ECON 430	International Macroeconomic Policy	3	HSET 353	Legal Issues in Hospitality and Tourism	3
Entrepreneurship			HSET 354	Analytics for Sports and Entertainment Industries	3
ENTR 201	The Entrepreneurial Mindset and Innovation	3	HSET 355	Hospitality, Sports, Events, and Tourism Co-op Ed	3
ENTR 260	Introduction to Innovation and 3D Printing	3	HSET 356	Entertainment, Theme Park, and Attractions Industries	3
ENTR 290	Special Topics in Entrepreneurship	3	HSET 360	Casino Management	3
ENTR 301	Creating Your Startup Business Model	3	HSET 365	Events and Entertainment Planning and Operations	3
ENTR 302	Preparing to Pitch and Launch Your Startup	3	HSET 366	Hospitality Financial Management	3
ENTR 303	Create and Pitch Your Startup	6	HSET 370	Customer Relationship Management (CRM) Technologies in Hospitality	3
ENTR 310	Entrepreneurial Accounting and Finance	3	HSET 375	Property and Community Association Management	3
ENTR 320	Marketing for Entrepreneurs	3	HSET 380	Lodging Management	3
ECON 322	Health Economics and Policy	3	HSET 385	Human Resource Management in Hospitality, Sports, Events, and Tourism	3
ENTR 350	Entrepreneurship Cooperative Education	1-3	HSET 390	Food and Beverage Management	3
ENTR 360	Advanced Innovation and Digitally Mediated Making	3	HSET 392	Special Topics in Hospitality Management	1-6
ECON 381	Global Economies and Markets	3	HSET 395	Information Systems and Technology in Hospitality, Sports, Events, and Tourism	3
ENTR 401	The Legal Entrepreneurial Journey	3	HSET 480	Revenue Management in Hospitality, Sports, Events, and Tourism	3
ENTR 420	Growing Your Startup Company	3	HSET 492	Independent Study in Hospitality, Sports, Events, and Tourism	1-3
ENTR 460	Applied Digital Innovation Design, and Lean Fabrication	3	HSET 493	Special Topics in Leisure and Tourism	3
Finance			International Business		
FINC 209	Personal Finance	3	INBS 250	Introduction to International Business	3
FINC 221	Introduction to Finance	3			
FINC 318	Introduction to Financial Planning	3			
FINC 322	Corporate Finance	3			
FINC 326	Investments	3			
FINC 327	International Financial Management	3			
FINC 350	Special Topics in Finance	3			
FINC 361	Financial Technology	3			
FINC 372	Securities Industry Essentials	3			

INBS 347	Export/Import Marketing Process	3
INBS 349	International Marketing	3
INBS 350	Cross-Cultural Behavior and Negotiation	3
INBS 440	International Retailing	3
INBS 482	International Business Co-op Ed	3
Information and Decision Science		
INFO 230	Introduction to Business Co-Op Work Exp	3-6
INFO 299	Special Topics in Data and Technology	3
INFO 301	Business Decision Making	3
INFO 306	Introduction to Web Development	3
INFO 342	Information Technology Infrastructure	3
INFO 351	Fundamentals of Project Management	3
INFO 360	MIS Co-Op	3
INFO 361	Information Technology Projects	3
INFO 366	Managing Big Data and Cloud Computing	3
INFO 367	Introduction to Data Mining	3
INFO 390	Digital Transformation	3
INFO 391	Blockchain Technology	3
INFO 395	Business Analytics and Artificial Intelligence Strategy	3
INFO 414	Information Security System Management	3
INFO 416	Business Process Analysis and Enterprise Systems	3
INFO 470	Electronic Commerce: Creating Business Value Using Information Technology	3
INFO 476	Data Mining for Business	3
INFO 488	Business Application with Artificial Intelligent (AI) Systems	3
INFO 491	Independent Study in Information Systems	3
INFO 492	Special Topics in Information Systems	1-3
INFO 496	Advanced Systems Analysis and Design	3
Management		
MGMT 250	Introduction to Neurodiversity and Neuroinclusive Practice	3
MGMT 295	Elements of Business	3
MGMT 305	Negotiations in the Workplace	3
MGMT 314	Corporate Social Responsibility: Global Strategies	3
MGMT 315	Organizational Behavior	3
MGMT 316	Human Resource Management	3
MGMT 318	Leadership	3
MGMT 327	Training, Development, and Career Planning	3
MGMT 332	Diversity In Business	3
MGMT 335	Small Business Management	3
MGMT 350	Neuroinclusive Workplaces and Professional Practice	3
MGMT 355	Neuroinclusive Leadership Development	3
MGMT 356	Cross-Cultural Behavior and Management	3
MGMT 363	Business and Society	3
MGMT 392	Management Cooperative Education	3
MGMT 415	Organizational Theory: Macro Approaches	3
MGMT 416	Global Talent Management	3
MGMT 417	Total Rewards: Compensation and Benefits	3
MGMT 431	Strategic Business Execution	3

MGMT 433	Entrepreneurship and Innovation	3
MGMT 436	Strategic Project Management	3
MGMT 491	Business Consulting	3
MGMT 492	Special Topics in Management	1-3
Marketing		
MKTG 241	Consumer Behavior	3
MKTG 250	Professional Selling	3
MKTG 307	Retail Marketing and Management	3
MKTG 309	Buying and Distribution Strategies	3
MKTG 310	Services Marketing	3
MKTG 322	Customer Relationship Management Practicum	3
MKTG 325	Practicum in E-Retailing	3
MKTG 342	Sales Management	3
MKTG 344	Integrated Marketing Communications	3
MKTG 345	Nonprofit Operations and Marketing	3
MKTG 348	Digital Marketing	3
MKTG 350	Pharmaceutical and Health Care Marketing	3
MKTG 351	Retail Co-op Education	3
MKTG 360	Brand Management	3
MKTG 365	Sustainability Marketing	3
MKTG 441	Digital Selling	3
MKTG 442	Marketing Research	3
MKTG 443	Sales Leadership and Negotiation	3
MKTG 446	Marketing Strategy and Implementation	3
MKTG 447	Marketing Analytics	3
MKTG 451	Internship in Retail Management	3
MKTG 483	Seminar in Retail Management	3
MKTG 490	Marketing Co-op Ed	3
MKTG 492	Independent Study in Marketing	1-3
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
REAL 405	Real Estate Development	3
REAL 460	Real Estate Investments	3

New Student Seminar

Code	Title	Credits
Students in the Adult Learner program must take GNED 100.		
Complete one course from the following. Some courses may be restricted by major. Consult with an academic advisor.		1
ADVS 198	Pathways to Success	
CHEM 190	Freshman Seminar in Chemistry	
FYS 100	First Year Seminar	
GNED 100	Adult Academic Success Seminar	
GNED 199	New Student Seminar	
HPEM 199	Freshman Seminar in Health and Physical Education	
IDS 155	Pathways to Adult Learning	
JUST 199	New Student Seminar	

MATH 102	New Student Experience for Mathematical Sciences
MUGN 199	Freshman Seminar for Music Majors
NURS 199	Introduction to Nursing
POLS 199	Freshman Seminar in Political Science and Law

SEEDS General Education Requirements

Click here for a list of courses that fulfill the SEEDS requirements. (<http://catalog.montclair.edu/programs/seeds-general-education-requirements/>)

Code	Title	Credits
Foundations		
<i>Effective Writing I</i>		
	Complete one Effective Writing I course.	3
<i>Effective Writing II</i>		
	Fulfilled by BCOM 280 in the major.	
<i>Interactive Communication</i>		
	Complete one Interactive Communication course.	3
<i>Quantitative Reasoning</i>		
	Fulfilled by INFO 240 in the major.	
<i>Political and Civic Life</i>		
	Fulfilled by ECON 102 in the major.	
<i>World Languages</i>		
	Complete two sequential classes in one World Language when starting at the Beginner I or Beginner II level. Complete one class when starting at the Intermediate/Advanced Level.	3-6
Exploration		
	Complete one course from four different Exploration categories.	6
<i>Analyzing Cultures and Societies</i>		
	Fulfilled by ECON 101 in the major.	
<i>Creative Expression</i>		
<i>Ethical Inquiry</i>		
	Fulfilled by MGMT 201 in the major.	
<i>Historical Thinking</i>		
<i>Literary and Artistic Analysis</i>		
<i>Scientific Reasoning</i>		
Total Credits		15-18

Recommended Roadmap to Program of Study Completion

This recommended degree plan is provided as an outline for students to follow in order to complete their program of study requirements within **four years** and 120 credits. This plan is a recommendation and must be used in consultation with their academic advisor. Important note: Students should be aware this plan assumes no pre-requisite coursework is required. If pre-requisite coursework is needed, students may have additional requirements to fulfill which do not appear on the plan.

First Year

Fall	Credits Spring	Credits
New Student Seminar	1 BCOM 280 (Fulfills SEEDS: Effective Writing II)	3
SEEDS: Effective Writing I	3 INFO 240 (Fulfills SEEDS: Quantitative Reasoning)	3

SEEDS: Interactive Communication	3 ECON 101 (Fulfills SEEDS: Exploration – Analyzing Cultures and Societies)	3
ECON 102 (Fulfills SEEDS: Political and Civic Life)	3 MGMT 201 (Fulfills SEEDS: Exploration - Ethical Inquiry)	3
INFO 173	3 ACCT 204	3
MATH 100 (or Free Elective)	3	
16		15

Second Year

Fall	Credits Spring	Credits
INFO 290	3 MGMT 310	1.5
FINC 300	3 MGMT 316	3
INFO 300	3 BSLW 235	3
MGMT 300	3 BUGN 320	0
MKTG 300	3 Concentration Elective 1	3
BUGN 310	0 Free Elective	3
15		13.5

Third Year

Fall	Credits Spring	Credits
SEEDS: World Language 1	3 SEEDS: World Language 2	3
MGMT 327	3 MGMT 485	3
MGMT 410	1.5 Concentration Elective 3	3
Concentration Elective 2	3 Major Elective 1	3
Free Elective	3 Free Elective	3
Free Elective	3	
16.5		15

Fourth Year

Fall	Credits Spring	Credits
SEEDS: Exploration 3	3 SEEDS: Exploration 4	3
MGMT 439	3 Free Elective	3
Major Elective 2	3 Free Elective	3
Free Elective	3 Free Elective	3
Free Elective	3 Free Elective	2
15		14

Total Credits 120