Students in human resources management study how organizations attract, motivate, develop, and retain employees, and how they interact with organizations representing employees. Management studies focus on the activities of leadership, power, decision-making, organizational structure and change, strategy and policy, and the integration of organizational functions. Studies in entrepreneurship are designed for students who are interested in bringing new ideas to the marketplace.

### RELATED STUDENT ORGANIZATIONS

- Collegiate DECA ([https://win.wisc.edu/organization/deca](https://win.wisc.edu/organization/deca))
- Enactus ([https://win.wisc.edu/organization/madisonenactus](https://win.wisc.edu/organization/madisonenactus))
- Sales & Executive Leadership ([https://win.wisc.edu/organization/SEL](https://win.wisc.edu/organization/SEL))
- Sigma Iota Epsilon (SIE)
- Society for Human Resource Management ([https://win.wisc.edu/organization/shrm](https://win.wisc.edu/organization/shrm))
- Sports Business Club ([https://win.wisc.edu/organization/sportsbusinessclub](https://win.wisc.edu/organization/sportsbusinessclub))
- Wisconsin Consulting Club (WCC) ([https://win.wisc.edu/organization/wcc](https://win.wisc.edu/organization/wcc))

### HOW TO GET IN

Students wishing to pursue this major must be admitted to the School of Business. Once admitted, students are able to pursue any business major they choose. To find out more about the school's admissions process for undergraduate students, please see Entering the School ([https://guide.wisc.edu/undergraduate/business/#enteringtheschooltext](https://guide.wisc.edu/undergraduate/business/#enteringtheschooltext)).

### REQUIREMENTS

#### UNIVERSITY GENERAL EDUCATION REQUIREMENTS

All undergraduate students at the University of Wisconsin–Madison are required to fulfill a minimum set of common university general education requirements to ensure that every graduate acquires the essential core of an undergraduate education. This core establishes a foundation for living a productive life, being a citizen of the world, appreciating aesthetic values, and engaging in lifelong learning in a continually changing world. Various schools and colleges will have requirements in addition to the requirements listed below. Consult your advisor for assistance, as needed. For additional information, see the university Undergraduate General Education Requirements ([https://guide.wisc.edu/undergraduate/business/#requirementsforundergraduatetext](https://guide.wisc.edu/undergraduate/business/#requirementsforundergraduatetext)) section of the Guide.

#### General Education

- Breadth—Humanities/Literature/Arts: 6 credits
- Breadth—Natural Science: 4 to 6 credits, consisting of one 4- or 5-credit course with a laboratory component; or two courses providing a total of 6 credits
- Breadth—Social Studies: 3 credits
- Communication Part A & Part B *
- Ethnic Studies *
- Quantitative Reasoning Part A & Part B *

* The mortarboard symbol appears before the title of any course that fulfills one of the Communication Part A or Part B, Ethnic Studies, or Quantitative Reasoning Part A or Part B requirements.

### SCHOOL OF BUSINESS REQUIREMENTS

The Wisconsin Bachelor of Business Administration (BBA) degree program is based on a broad educational foundation combined with courses in business and economics. This curriculum is designed for those students who wish to prepare for careers in business. Students completing any School of Business major ([http://guide.wisc.edu/undergraduate/business/#requirementstext](http://guide.wisc.edu/undergraduate/business/#requirementstext)) are required to satisfy a common set of Pre-Business Requirements, Liberal Studies Requirements, Business Preparatory Requirement, Business Core Requirement, Business Breadth Requirement, and Credits for BBA Degree.

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<tr>
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<td>Pre-Business</td>
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<td>Liberal Studies</td>
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<td>Business Prep</td>
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</tr>
<tr>
<td>Business Core</td>
<td></td>
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</tr>
<tr>
<td>Business Breadth</td>
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### MANAGEMENT AND HUMAN RESOURCES (MHR) MAJOR REQUIREMENTS

The management and human resources major has three different options to choose from, as outlined below. Credit requirements vary based upon the option(s) students choose.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>Students may complete a major in management and human resources in six different ways:</td>
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</tr>
<tr>
<td>Complete the requirements for the Management option only (students still earn a major in MHR)</td>
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<td></td>
</tr>
<tr>
<td>Complete the requirements for the Human Resources option only (students still earn a major in MHR)</td>
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<td></td>
</tr>
<tr>
<td>Complete the requirements for the Entrepreneurship option only (students still earn a major in MHR)</td>
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<tr>
<td>Complete the requirements for Management &amp; Entrepreneurship</td>
<td>18</td>
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<tr>
<td>Complete the requirements for Management &amp; Human Resources</td>
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</tr>
<tr>
<td>Complete the requirements for Entrepreneurship &amp; Human Resources</td>
<td>21</td>
<td></td>
</tr>
</tbody>
</table>


1 Note: Completing two options still constitutes one major. Students may not receive credit for completing all three options.

In addition, the following rules apply when combining options:

1. Students may complete only two of three options. Students interested in pursuing two options should see an academic advisor to ensure that they are taking their courses efficiently.

2. For successful completion of TWO options, a student must take a minimum of 18–21 credits from among the listed courses.

3. Double (or triple) counting of M H R 399 Reading and Research-Management across options within the management major is prohibited.

UNIVERSITY DEGREE REQUIREMENTS

Total Degree
To receive a bachelor’s degree from UW–Madison, students must earn a minimum of 120 degree credits. The requirements for some programs may exceed 120 degree credits. Students should consult with their college or department advisor for information on specific credit requirements.

Residency
Degree candidates are required to earn a minimum of 30 credits in residence at UW–Madison. "In residence" means on the UW–Madison campus with an undergraduate degree classification. "In residence" credit also includes UW–Madison courses offered in distance or online formats and credits earned in UW–Madison Study Abroad/Study Away programs.

Quality of Work
Undergraduate students must maintain the minimum grade point average specified by the school, college, or academic program to remain in good academic standing. Students whose academic performance drops below these minimum thresholds will be placed on academic probation.

LEARNING OUTCOMES

1. (Human Resources and Management Tracks) Understand that the management of human resources is vital to a successful business strategy and organizational effectiveness.

2. (Human Resources Track) Analyze organization compensation strategy to identify problems and develop solutions that support the organization’s strategy.

3. (Human Resources Track) Discern which staffing techniques are poor, fair, and good predictors of employees’ future job performance.

4. (Human Resources Track) Identify and address the various challenges currently facing labor and employment relations.

5. (Human Resources Track) Apply appropriate tactics in competitive and cooperative negotiations individually and as part of a negotiation team.

6. (Human Resources Track) Design work systems and roles that allow employees to contribute to organizational performance.

7. (Entrepreneurship Track) Develop innovative solutions to challenging problems and generate economic and socially valuable outcomes.

8. (Entrepreneurship Track) Create, assess, shape, and act on opportunities in a variety of contexts and organizations.

9. (Entrepreneurship Track) Make decisions based on mindfulness of relevant stakeholders, ethical reflections, and an attempt to create and sustain social, environmental, and economic value.

10. (Entrepreneurship Track) Incorporate cultural context and complexities when managing in a global environment.

11. (Entrepreneurship Track) Exercise appropriate leadership, value diverse perspectives, and work collaboratively to accomplish organizational objectives in a dynamic environment.

12. (Management Track) Develop successful team structures that mitigate decision-making pitfalls and interpersonal conflict while maximizing team performance.

13. (Management Track) Design successful organization structures to achieve strategic objectives and execute operational plans within a global business environment.

14. (Management Track) Diagnose management and organizational problems from an internal or external consultant’s perspective and design interventions to enhance organizational effectiveness.

15. (Management Track) Evaluate an organization’s internal capabilities and external pressures and maximize its competitive advantage within an industry.

FOUR-YEAR PLAN

This is a sample four-year plan for students directly admitted into the School of Business from high school. We encourage all students to consult with their academic advisor to develop an individualized plan that meets their specific needs.
There are three named options for the MHR major from which students must choose. Students may also select any combination of two options. There are six plans below representing these options.

**MANAGEMENT**

**Freshman**

<table>
<thead>
<tr>
<th>Course</th>
<th>Fall Credits</th>
<th>Spring Credits</th>
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<tbody>
<tr>
<td>MATH 211</td>
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<td>GEN BUS 110</td>
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**Communications A**

<table>
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<tr>
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<tbody>
<tr>
<td>Ethnic Studies</td>
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Total Credits: 12

**Sophomore**

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<th>Summer Credits</th>
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<td>3 OTM 300</td>
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<td>M H R 300</td>
<td>3 MARKETING 300</td>
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Total Credits: 15-17

**Junior**

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Total Credits: 15-17

**Senior**

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<th>Course</th>
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<tbody>
<tr>
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Total Credits: 12

**HUMAN RESOURCES**

**Freshman**

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**Communications A**

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Total Credits: 12

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<table>
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Total Credits: 12

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Total Credits: 12

1 Students must choose one of the following courses: PHILOS 241 Introductory Ethics, PHILOS 243 Ethics in Business, PHILOS 341 Contemporary Moral Issues, PHILOS/ENVIR ST 441 Environmental Ethics

**ENTREPRENEURSHIP**

**Freshman**

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**Communications A**

<table>
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Total Credits: 12
### MANAGEMENT & HUMAN RESOURCES

#### Freshman

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<td>PSYCH 202</td>
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#### Sophomore

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<td>PSYCH 202</td>
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#### Junior

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<th>Spring</th>
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#### Senior

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<th>Fall</th>
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<th>Spring</th>
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### Sophomore

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<td>M H R 300</td>
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### Junior

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<tr>
<td>Students must choose one of the following courses: PHILOS 241 Introductory Ethics, PHILOS 243 Ethics in Business, PHILOS 341 Contemporary Moral Issues, PHILOS/ENVIR ST 441 Environmental Ethics</td>
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### Entrepreneurship & Human Resources

#### Freshman

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<th>Year</th>
<th>Credits</th>
<th>Fall</th>
<th>Spring</th>
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<tbody>
<tr>
<td>Fall</td>
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<td>MATH 211</td>
<td>ECON 101</td>
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#### Sophomore

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<tr>
<th>Year</th>
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<th>Fall</th>
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### Advancing and Careers

#### Advising

Advising is an integral part of any student’s educational journey in the School of Business BBA Program. Starting at Student Orientation, Advising, and Registration (SOAR), we encourage all students to connect with academic advisors. BBA academic advisors have a wealth of knowledge about courses on campus, as well as policies and procedures.

BBA career advisors help students with career exploration, internships, resumes, job search, interviewing and more. We encourage students to connect with their career advisor once they arrive on campus.

BBA advisors want students to succeed. Students experiencing academic difficulty or personal struggles are encouraged to talk to their advisor about how their individual situation may affect their academic performance.

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1. Students must choose one of the following courses: PHILOS 241 Introductory Ethics, PHILOS 243 Ethics in Business, PHILOS 341 Contemporary Moral Issues, PHILOS/ENVIR ST 441 Environmental Ethics
ASSIGNED ACADEMIC AND CAREER ADVISORS
For admitted BBA students, advisors are assigned by academic major. If you have more than one major, you may have more than one assigned advisor. You can find your assigned advisor by logging into your student center and looking on the right hand menu under “Program Advisor.”

For students not yet admitted to the WSB, we have a team of pre-business advisors available to you. Information on pre-business advising can be found here (https://bus.wisc.edu/bba/mybiz/advising/#academic).

ACCESSING ADVISING
If you have a quick question, no more than 15 minutes, please utilize our drop-in advising. You can find up-to-date information regarding drop-in hours here (https://bus.wisc.edu/bba/mybiz/advising/#academic).

You may schedule (https://bus.wisc.edu/bba/mybiz/advising) a 30-minute appointment with an academic and career advisor. Advisors are trained, and have knowledge regarding all ten majors in the BBA, so if your assigned advisor is not available you can be confident to schedule an appointment with any of the BBA advisors.

Pre-business students may also schedule (https://bus.wisc.edu/bba/mybiz/advising) an appointment with a pre-business academic advisor.

If you have a quick yes/no question you may always send an email to your assigned advisor.

For more information on academic and career advising in the BBA please see Advising (https://bus.wisc.edu/bba/mybiz/advising/#academic) on the school’s website.

CAREERS
Students who pursue a major in management go on to careers in a wide range of fields. To find more information about common industries that management majors work in following graduation, please visit our website (https://bus.wisc.edu/bba/academics-and-programs/majors/management-human-resources/management).

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