

BUSINESS: MANAGEMENT AND HUMAN RESOURCES, BBA

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>)
 Enactus (<https://win.wisc.edu/organization/madisonenactus>)
 Sales & Executive Leadership (<https://win.wisc.edu/organization/SEL>)
 Sigma Iota Epsilon (SIE)
 Society for Human Resource Management (<https://win.wisc.edu/organization/shrm>)
 Sports Business Club (<https://win.wisc.edu/organization/sportsbusinessclub>)
 Wisconsin Consulting Club (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 (<http://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 (<http://guide.wisc.edu/undergraduate/#requirementsforundergraduatestudyttext>) section of the *Guide*.

Requirements Detail

General	• Breadth—Humanities/Literature/Arts: 6 credits
Education	• 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/#requirementsdetail>) 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.

Code	Title	Credits
School of Business BBA Requirements		
Complete requirements: (http://guide.wisc.edu/undergraduate/business/#requirementsdetail)		
	Pre-Business	
	Liberal Studies	
	Business Prep	
	Business Core	
	Business Breadth	

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.

Code	Title	Credits
Students may complete a major in management and human resources in six different ways: ¹		
	Complete the requirements for the Management option only (students still earn a major in MHR)	12
	Complete the requirements for the Human Resources option only (students still earn a major in MHR)	12
	Complete the requirements for the Entrepreneurship option only (students still earn a major in MHR)	12
	Complete the requirements for Management & Entrepreneurship	18
	Complete the requirements for Management & Human Resources	18

Complete the requirements for Entrepreneurship & Human Resources

21

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.

MHR OPTIONS AND REQUIREMENTS

ENTREPRENEURSHIP OPTION

A student must take a minimum of 12 credits, distributed as follows:

Code	Title	Credits
M H R 422	Entrepreneurial Management	3
M H R 427	Entrepreneurial Growth Strategies	3
<i>Select two of following courses OR one from below and one from the elective options:</i>		6
M H R 399	Reading and Research-Management (Double counting of MHR 399 across options within the MHR major is prohibited.)	
M H R 434	Venture Creation	
FINANCE 457	Entrepreneurial Finance	
<i>Electives</i>		
M H R 305	Human Resource Management	
M H R/ ENVIR ST 310	Challenges & Solutions in Business Sustainability	
M H R 365	Contemporary Topics	
M H R 399	Reading and Research-Management (Double counting of MHR 399 across options within the MHR major is prohibited.)	
M H R 401	The Management of Teams	
M H R/ INTL BUS 403	Global Issues in Management	
M H R 412	Management Consulting	
M H R 423	Strategic Management	
M H R 441	Technology Entrepreneurship	
M H R 628	Negotiations	
Total Credits		12

HUMAN RESOURCES OPTION

Students in human resources management study how organizations attract, motivate, develop, and retain employees, and how they interact with organizations representing employees. Topics covered include recruiting, external and internal staffing, compensation theory and administration, performance management, training and development, labor-management relations, and equal employment opportunity. This concentration is pursued by students seeking staff jobs in the human resources department, supervisory and team leader jobs, and entry into management training programs that precede job placement. It is

appropriate for those who seek positions in both public and private sector organizations.

A student must take a minimum of 12 credits, distributed as follows:

Code	Title	Credits
M H R 305	Human Resource Management	3
<i>Complete 3 of the following OR two of the following and one elective:</i>		9-10
M H R 610	Compensation: Theory and Administration	
M H R 611	Personnel Staffing and Evaluation	
M H R 612	Labor-Management Relations	
<i>Electives</i>		
M H R 365	Contemporary Topics	
M H R 399	Reading and Research-Management (Double counting of MHR 399 across options within the MHR major is prohibited.)	
M H R 423	Strategic Management	
M H R 471	Seminar: Human Resources Issues	
R M I 620	Employee Benefits Management	
M H R 628	Negotiations	
ECON 450	Wages and the Labor Market	
Total Credits		12-13

MANAGEMENT OPTION

This major focuses on the activities of management in organizations. Course material covers leadership, power, decision-making, organizational structure and change, strategy and policy, and the integration of organizational functions (such as marketing and finance). The topics apply to business, government, health care, and other service organizations. This concentration is especially appropriate for students who seek roles as general managers and administrators at all levels of an organization, rather than roles as technical specialists. Students are also helped in developing a long-term perspective of both their own careers and the function of management in organizations and society.

Students must take a minimum of 12 credits, distributed as follows:

Code	Title	Credits
M H R 423	Strategic Management	3
<i>Complete 3 of the following OR 2 of the following and one elective</i>		9
M H R 305	Human Resource Management	
M H R 399	Reading and Research-Management (Double counting of MHR 399 across options within the MHR major is prohibited.)	
M H R 401	The Management of Teams	
M H R/ INTL BUS 403	Global Issues in Management	
M H R 412	Management Consulting	
<i>Electives:</i>		
M H R/ ENVIR ST 310	Challenges & Solutions in Business Sustainability	
M H R 365	Contemporary Topics	
M H R 422	Entrepreneurial Management	

M H R 427	Entrepreneurial Growth Strategies	
M H R 628	Negotiations	
ECON/POP HLTH/ PUB AFFR 548	The Economics of Health Care	
COM ARTS 575	Communication in Complex Organizations	
PSYCH/I SY E 653	Organization and Job Design	
PSYCH/I SY E 349	Introduction to Human Factors	
SOC 632	Sociology of Organizations	
SOC/ C&E SOC 649	Sociology of Work and Employment	
Total Credits		12

ENTREPRENEURSHIP & HUMAN RESOURCES OPTION

This double option requires 21 credits; the layout of classes are found below:

Code	Title	Credits
M H R 305	Human Resource Management	3
M H R 422	Entrepreneurial Management	3
M H R 427	Entrepreneurial Growth Strategies	3
M H R 434	Venture Creation	3
or FINANCE 457	Entrepreneurial Finance	
or M H R 399	Reading and Research-Management	
<i>Complete 3 of the following OR 2 of the following and one elective:</i>		9
M H R 610	Compensation: Theory and Administration	
M H R 611	Personnel Staffing and Evaluation	
M H R 612	Labor-Management Relations	
<i>Electives:</i>		
M H R 399	Reading and Research-Management	
M H R 423	Strategic Management	
M H R 471	Seminar: Human Resources Issues	
M H R 628	Negotiations	
R M I 620	Employee Benefits Management	
Total Credits		21

MANAGEMENT & ENTREPRENEURSHIP OPTION

This double option requires 18 credits; the layout of classes are found below:

Code	Title	Credits
M H R 422	Entrepreneurial Management	3
M H R 423	Strategic Management	3
M H R 427	Entrepreneurial Growth Strategies	3
M H R 434	Venture Creation	3
or FINANCE 457	Entrepreneurial Finance	
or M H R 399	Reading and Research-Management	
<i>Choose two of the following:</i>		6
M H R 305	Human Resource Management	
M H R 399	Reading and Research-Management	
M H R 401	The Management of Teams	

M H R/ INTL BUS 403	Global Issues in Management	
M H R 412	Management Consulting	
Total Credits		18

MANAGEMENT & HUMAN RESOURCES OPTION

This double option requires 18 credits; the layout of classes are found below:

Code	Title	Credits
M H R 305	Human Resource Management	3
M H R 423	Strategic Management	3
<i>Complete two of the following:</i>		6
M H R 610	Compensation: Theory and Administration	
M H R 611	Personnel Staffing and Evaluation	
M H R 612	Labor-Management Relations	
<i>Complete 2 of the following OR one of the following and one elective:</i>		6
M H R 399	Reading and Research-Management	
M H R 401	The Management of Teams	
M H R/ INTL BUS 403	Global Issues in Management	
M H R 412	Management Consulting	
<i>Electives:</i>		
M H R/ ENVIR ST 310	Challenges & Solutions in Business Sustainability	
M H R 365	Contemporary Topics	
M H R 422	Entrepreneurial Management	
M H R 427	Entrepreneurial Growth Strategies	
M H R 628	Negotiations	
Total Credits		18

UNIVERSITY DEGREE REQUIREMENTS

Requirements Detail

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. Graduates will understand that the management of human resources is vital to a successful business strategy and organizational effectiveness. (Human Resources and Management Tracks)
2. Graduates will be able to analyze organization compensation strategy to identify problems and develop solutions that support the organization's strategy. (Human Resources Track)
3. Graduates will be able to discern which staffing techniques are poor, fair, and good predictors of employees' future job performance. (Human Resources Track)
4. Graduates will be able to identify and address the various challenges currently facing labor and employment relations. (Human Resources Track)
5. Graduates will be able to apply appropriate tactics in competitive and cooperative negotiations individually and as part of a negotiation team. (Human Resources Track)
6. Graduates will be able to design work systems and roles that allow employees to contribute to organizational performance. (Human Resources Track)
7. Graduates will be able to develop innovative solutions to challenging problems and generate economic and socially valuable outcomes. (Entrepreneurship Track)
8. Graduates will be able to create, assess, shape, and act on opportunities in a variety of contexts and organizations. (Entrepreneurship Track)
9. Graduates will be able to make decisions based on mindfulness of relevant stakeholders, ethical reflections, and an attempt to create and sustain social, environmental, and economic value. (Entrepreneurship Track)
10. Graduates will be able to incorporate cultural context and complexities when managing in a global environment. (Entrepreneurship Track)
11. Graduates will be able to exercise appropriate leadership, value diverse perspectives, and work collaboratively to accomplish organizational objectives in a dynamic environment. (Entrepreneurship Track)
12. Graduates will be able to develop successful team structures that mitigate decision-making pitfalls and interpersonal conflict while maximizing team performance. (Management Track)
13. Graduates will be able to design successful organization structures to achieve strategic objectives and execute operational plans within a global business environment. (Management Track)
14. Graduates will be able to diagnose management and organizational problems from an internal or external consultant's perspective and design interventions to enhance organizational effectiveness. (Management Track)
15. Graduates will be able to evaluate an organization's internal capabilities and external pressures and maximize its competitive advantage within an industry. (Management Track)

ADVISING AND CAREERS

ADVISING

MEET THE ACADEMIC AND CAREER ADVISORS FOR MHR.

Angie Badura
Associate Director of Career Advising
angie.badura@wisc.edu

Maggie Nowicki
Academic Advisor
maggie.nowicki@wisc.edu

Please visit the advising (https://bus.wisc.edu/bba/academics-and-programs/majors/management-human-resources/~link.aspx?_id=2471B6AB7883436D8817C4E66E0AF1C2&z=z) page for information on advising and appointments. Contact wibbaadvising@bus.wisc.edu for questions regarding academic advising.

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>).

PEOPLE

FACULTY AND STAFF IN MANAGEMENT AND HUMAN RESOURCES

Ramon Aldag (<https://bus.wisc.edu/faculty/Ray-Aldag>), BS, MBA, Ph.D.
Professor
raldag@bus.wisc.edu

Adam Bock (<https://bus.wisc.edu/faculty/adam-bock>), BS, BA, MBA, Ph.D.
Lecturer
bock2@wisc.edu

Russell Coff (<https://bus.wisc.edu/faculty/Russ-Coff>), BA, Ph.D.
Professor
Senior Associate Dean for Faculty and Research
russ.coff@wisc.edu

Lori Cross (<https://bus.wisc.edu/faculty/lori-cross>), MBA
Lecturer
lcross@bus.wisc.edu

Randall Dunham (<https://bus.wisc.edu/faculty/Randy-Dunham>), BA, MA, Ph.D.
Emeritus - Teaching
Faculty Director of CIBER
rdunham@bus.wisc.edu

Jonathan Eckhardt (<https://bus.wisc.edu/faculty/Jon-Eckhardt>), BS, Ph.D.
Associate Professor
Executive Director of the Weinert Center for Entrepreneurship

jon.eckhardt@wisc.edu

Martin Ganco (<https://bus.wisc.edu/faculty/martin-ganco>), BA, MBA, MA, Ph.D.

Associate Professor
martin.ganco@wisc.edu

Miguel Garcia-Gosalvez (<https://bus.wisc.edu/faculty/miguel-garcia-gosalvez>)

Faculty Associate
mgarcia@bus.wisc.edu

Barry Gerhart (<https://bus.wisc.edu/faculty/Barry-Gerhart>), BS, Ph.D.

Professor
barry.gerhart@wisc.edu

Phil Greenwood (<https://bus.wisc.edu/faculty/phil-greenwood>), BBA, MBA, Ph.D.

Senior Lecturer
pgreenwood@bus.wisc.edu

Stefan Koehler (<https://bus.wisc.edu/faculty/stefan-koehler>), BS, MBA, MS

Lecturer
skoehler@bus.wisc.edu

Loren Kuzuhara (<https://bus.wisc.edu/faculty/loren-kuzuhara>), BS, MBA, Ph.D.

Senior Lecturer
loren.kuzuhara@wisc.edu

Min Li (<https://bus.wisc.edu/faculty/min-li>), BA, MA, Ph.D.

Lecturer
min.li@wisc.edu

Rick Marolt (<https://bus.wisc.edu/faculty/rick-marolt>), BA, MA, MBA

Lecturer
rick.marolt@wisc.edu

Anne Miner (<https://bus.wisc.edu/faculty/Anne-Miner>), BA, MS, Ph.D.

Emeritus - Teaching
Professor Emeritus-Research Fellow
anne.miner@wisc.edu

Daniel Olszewski (<https://bus.wisc.edu/faculty/daniel-olszewski>), BS, MBA

Faculty Associate
Director of the Weinert Center for Entrepreneurship
dan.olszewski@wisc.edu

Hart Posen (<https://bus.wisc.edu/faculty/hart-posed>), BS, MBA, MS, Ph.D.

Associate Professor
hposed@bus.wisc.edu

Sarada (<https://bus.wisc.edu/faculty/Sarada>), BS, MA, Ph.D.

Assistant Professor
sarada@bus.wisc.edu

James Sesil (<https://bus.wisc.edu/faculty/james-sesil>)

Senior Lecturer
sesil@wisc.edu

Jihae Shin (<https://bus.wisc.edu/faculty/Jihae-Shin>), BBA, MBA, Ph.D.

Assistant Professor

jshin@bus.wisc.edu

Alex Stajkovic (<https://bus.wisc.edu/faculty/alex-Stajkovic>), BS, MA, Ph.D.

Associate Professor
Astajkovic@bus.wisc.edu

John Surdyk (<https://bus.wisc.edu/faculty/john-surdyk>), BS, MBA

Faculty Associate
Director of INSITE
jsurdyk@bus.wisc.edu

Ann Terlaak (<https://bus.wisc.edu/faculty/ann-terlaak>), MA, Ph.D.

Associate Professor
ann.terlaak@wisc.edu

Charles Trevor (<https://bus.wisc.edu/faculty/charles-trevor>), BA, MA, MA, Ph.D.

Professor
Department Chair for Management and Human Resources
charlie.trevor@wisc.edu

Maria Triana (<https://bus.wisc.edu/faculty/maria-triana>), BBA, MBA, Ph.D.

Associate Professor
maria.triana@wisc.edu

Michael Williams (<https://bus.wisc.edu/faculty/michael-williams>)

Faculty Associate
mwilliams@bus.wisc.edu