

	FALL	WINTER	SPRING
MAJOR REQUIREMENTS (69-72 UNITS) <i>Grades of "C" or better required. Courses may not need to be completed in order listed.</i>			
Business Core Curriculum (45-48 units)			
ACCT 221 Financial Accounting I (4) <i>Prerequisite: ENGL 111 or ENGL 124 and MATH 007 or 013</i>	_____	_____	_____
ACCT 222 Financial Accounting II (4) <i>Prerequisite: ACCT 221</i>	_____	_____	_____
ACCT 223 Managerial Accounting (4) <i>Prerequisite: ACCT 222</i>	_____	_____	_____
ECON 254 Principles of Macroeconomics (4) <i>Completed or concurrent enrollment in MATH 115, 121, 155 or CPTG 117; Social Sciences*</i>	_____	_____	_____
ECON 255 Principles of Microeconomics (4) <i>Completed or concurrent enrollment in MATH 115, 121, 155 or CPTG 117; Social Sciences*</i>	_____	_____	_____
FNCE 354 Managerial Finance (4) <i>Prerequisite: ACCT 221, 222, 223 and ECON 254/255 or instructor's consent; Social Sciences*</i>	_____	_____	_____
MGMT 219 Business Colloquium (.5 units each, 4 units total) <i>Students transferring to major will be prorated. (See NOTE)</i>	_____	_____	_____
MGMT 304 The Practice of Management (4)	_____	_____	_____
MGMT 327 Information Technology Management (4)	_____	_____	_____
MGMT 347 The Legal Environment of Business (4)	_____	_____	_____
MGMT 491 Management Strategy (4) <i>Prerequisites: ACCT 223; FNCE 354; ECON 254/255; MGMT 375 or ENGL/COMM 304; MGMT 347; MGMT 304 & MKTG 305</i>	_____	_____	_____
MKTG 305 Marketing Principles (4) <i>Social Sciences*</i>	_____	_____	_____
Major Specific Requirements (16 units)			
MGMT 356 Human Resource Management (4) <i>Prerequisite: MGMT 304</i>	_____	_____	_____
MGMT 445 Compensation (4) <i>Prerequisite: MGMT 356</i>	_____	_____	_____
MGMT 464 Women in Management (4)	_____	_____	_____
MGMT 475 Leadership and Organizational Effectiveness (4) <i>Prerequisite: MGMT 304</i>	_____	_____	_____
Electives (8 units) choose from the following courses (or others with approval of the department)			
FNCE 365 Investment Analysis (4) <i>Prerequisite: FNCE 354</i>	_____	_____	_____
PSYC 474 Industrial and Personnel Psychology (4) <i>Prerequisite: PSYC 104</i>	_____	_____	_____
MGMT Any upper-division course not used to fulfill another requirement (4)	_____	_____	_____
Business Core Cognate: MATH 155 Introductory Statistics <i>Prerequisite: Math 007, 013, 055, or placement OR DATA 115 Data Fluency for Everyone (4) Prerequisite: Math 007, 013, 055, or placement</i>			

UNIVERSITY STUDIES FOUNDATIONAL STUDIES (21-34 UNITS) <i>Grades of "C" or better required.</i>			
I FIRST-YEAR SEMINAR	UNST 101A (1) and 101B (1) AND UNST 101C (1)	_____	_____
II RHETORICAL SKILLS	A. ENGL 111 (3), 112 (3), 113 (3) College Writing <i>or</i> ENGL 124 Freshman Seminar (4) B. Upper Division Rhetoric: MGMT 375 (4) <i>as required by major</i>	_____	_____
III MATHEMATICS	College-level Mathematics course (4) <i>Math 155 Introductory Statistics required by major</i>	_____	_____
IV WORLD LANGUAGES	Level 3 proficiency (e.g. 153) in one non-English language (4-12)	_____	_____
V HEALTH AND FITNESS	HLSC 120 Lifetime Fitness (2)	_____	_____

UNIVERSITY STUDIES GENERAL STUDIES (52 UNITS, 16 UPPER DIVISION) <i>Grades of "D" or better required, unless courses are required by major.</i>			
THEME I. SOCIAL SCIENCES (SSCI) 8 units			
	Globalization, Identity and Citizenship (4 units from SSCI 204/205/206/207/208) <i>Prerequisite: ENGL 113/124</i>	_____	_____
	Social Science Breadth Courses (4 units)	_____	_____
THEME II. ARTS AND HUMANITIES (HUMN) 12 units			
	Exploring Culture (4 units from HUMN 104/105/106/107/108/109) <i>Prerequisite: ENGL 111/124</i>	_____	_____
	Arts and Humanities Breadth Courses (4 units)	_____	_____
	Arts and Humanities Breadth Courses (4 units)	_____	_____
THEME III RELIGIOUS BELIEFS AND PRACTICES (RLGN) 16 units			
	RLGN 304 Adventism in Global Perspective or RLGN 305 Religion in Three Cultures (4) <i>Prerequisite: ENGL 113/124, Junior Status</i>	_____	_____
	A. Spiritual Experience and Expressions (0-4 units)	_____	_____
	B. Beliefs and Heritage (4 units)	_____	_____
	C. Scripture (4 units)	_____	_____
	D. Religion and Society (0-4 units)	_____	_____
THEME IV NATURAL SCIENCES (NSCI) 12 units			
	Scientific Foundations (4 units from NSCI 404/405/406/407/408)	_____	_____
	Life Science (4 units) <i>Either life science or physical science must include a laboratory</i>	_____	_____
	Physical Science (4 units) <i>Either life science or physical science must include a laboratory</i>	_____	_____
THEME V SENIOR SEMINAR UNST 404C Religion, Values, and Social Responsibility (4)			

UNIVERSITY STUDIES SERVICE-LEARNING (3 courses)	_____	_____	_____
--------------------------------------------------------	-------	-------	-------

*A maximum of 4 units from major and 8 units of major cognates can be applied to General Studies. For more information, consult 2018-2019 Undergraduate Academic Bulletin.
 NOTE: Should a student's general education and major degree program not meet the minimum 190 units required for graduation, the student must complete elective units to make up the deficiency.

MANAGEMENT: HUMAN RESOURCE MANAGEMENT

Bachelor of Arts

The La Sierra University Zapara School of Business develops leaders who create value and make a difference and enlarge human understanding of business and society. The School's curricula emphasize workplace spirituality, social entrepreneurship, and ethics. The focused study of these themes as part of the business curriculum fosters intellectual development and expands students' moral and spiritual horizons. Immersion activities simultaneously express its commitments to excellence in the School's areas of distinctive competence and provide students with the chance to develop appropriate habits and skills.

CAREER OPPORTUNITIES AND RELATED OCCUPATIONS: Students graduating with a degree in Human Resource Management are prepared to pursue careers that require a broad understanding of business practices, a current knowledge of legal requirements, and developing other employees. Such careers include human resources specialists, human resources managers, training and development specialists, labor relation specialists, and compensation/benefits specialists.

EDUCATIONAL QUALIFICATIONS: Human resources managers usually need a bachelor's degree. There are bachelor's degree programs in human resources. Alternatively, candidates may complete a bachelor's degree in another field, such as finance, business management, education, or information technology. Courses in subjects such as conflict management or industrial psychology may be helpful. Some higher-level jobs require a master's degree in human resources, labor relations, or business administration (MBA).

JOB OUTLOOK: Employment of human resources managers is projected to grow 9 percent from 2014 to 2024, faster than the average for all occupations.

SALARY: The median annual wage for human resources managers was \$104,440 in May 2015. The lowest 10 percent earned less than \$61,300, and the highest 10 percent earned more than \$187,200.

Career information adapted from
Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2016-17 Edition, Human Resources Managers,
on the Internet at <http://www.bls.gov/ooh/management/human-resources-managers.htm> (visited June 13, 2016).

Academic program information adapted from
La Sierra University. (2017-2018). *Undergraduate Academic Bulletin*. Retrieved from <http://www.lasierra.edu/bulletin>.

ADDITIONAL INFORMATION

Websites

La Sierra University

www.lasierra.edu

Department

www.lasierra.edu/business

Faculty

Dean

John Thomas, Ph.D.

Faculty Mentors

Eric Anderson, Ph.D. (x2722)

Gary Chartier, Ph.D., J.D. (x2181)

Jere L. Fox, M.A., J.D. (x2031)

Dulce Pena, M.A., J.D. (x2517)

Elias Rizkallah, Ph.D. (x2474)

Lorraine Thomas, DrPH, J.D. (x2067)

Contact Information

Zapara School of Business (ZSB)
(951) 785-2474 Management and Marketing

Professional Organizations

Society for Human Resource Management
1800 Duke Street
Alexandria, Virginia 22314
www.shrm.org



Academic Advising
Office of Advising and Career Success
Sierra Vista Hall, Room 109
(951) 785-2452
advising@lasierra.edu
www.lasierra.edu/advising