MAJOR REQUIREMENTS (69-72 UNITS) Grades of “C” or better required. Courses may not need to be completed in order listed.

Business Core Curriculum (45-48 units)
- ACCT 221 Financial Accounting I (4) Prerequisite: ENGL 111 or ENGL 124 and MATH 007 or 013
- ACCT 222 Financial Accounting II (4) Prerequisite: ACCT 221
- ACCT 223 Managerial Accounting (4) Prerequisite: ACCT 222
- ECON 254 Principles of Macroeconomics (4) Completed or concurrent enrollment in MATH 115, 121, 155 or CPTG 117; Social Sciences*
- ECON 255 Principles of Microeconomics (4) completed or concurrent enrollment in MATH 115, 121, 155 or CPTG 117; Social Sciences*
- FNCE 354 Managerial Finance (4) Prerequisite: ACCT 221, 222, 223 and ECON 254/255 or instructor’s consent; Social Sciences*
- MGMT 219 Business Colloquium (.5 units each, 4 units total) Students transferring to major will be prorated. (See NOTE)
- 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) Prerequisites: ACCT 223, FNCE 354; ECON 254/255; MGMT 375 or ENGL/COMM 304; MGMT 347; MGMT 304 & MKTG 305
- MKTG 305 Marketing Principles (4) Social Sciences*

Major Specific Requirements (16 units)
- MGMT 356 Human Resource Management (4) Prerequisite: MGMT 304
- MGMT 445 Compensation (4) Prerequisite: MGMT 356
- MGMT 464 Women in Management (4)
- MGMT 475 Leadership and Organizational Effectiveness (4) Prerequisite: MGMT 304

Electives (8 units) choose from the following courses (or others with approval of the department)
- FNCE 365 Investment Analysis (4) Prerequisite: FNCE 354
- PSYC 474 Industrial and Personnel Psychology (4) Prerequisite: PSYC 304
- MGMT Any upper-division course not used to fulfill another requirement (4)

Business Core Cognate: MATH 155 Introductory Statistics

UNIVERSITY STUDIES FOUNDATIONAL STUDIES (20-33 UNITS) Grades of “C” or better required.

I FIRST-YEAR SEMINAR UNST 101A (1) and 101B (1) or UNST 100A (3) and 100B (3)

II RHETORICAL SKILLS A. ENGL 111 (3), 112 (3), 113 (3) College Writing or ENGL 124 Freshman Seminar (4)
- B. Upper Division Rhetoric: MGMT 375 (4) as required by major

III MATHEMATICS College-level Mathematics course (4) Math 155 introductory Statistics required by major

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) Grades of “D” or better required, unless courses are required by major.

THEME I, SOCIAL SCIENCES (SSCI) 8 units
- Globalization, Identity and Citizenship (4 units from SSCI 204/205/206/207/208) Prerequisite: ENGL 113/124
- Social Science Breadth Courses (4 units)

THEME II, ARTS AND HUMANITIES (HUMAN) 12 units
- Exploring Culture (4 units from HUMN 104/105/106/107/108/109) Prerequisite: ENGL 111/124
- 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) Prerequisite: ENGL 113/124, Junior Status
- 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) Either life science or physical science must include a laboratory
- Physical Science (4 units) Either life science or physical science must include a laboratory

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 2017-2018 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.
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.
