

## MBA - Human Resource Management Concentration

Admission to the MBA program is granted to students who show high promise of success in postgraduate business study and who hold bachelor's degrees from regionally accredited institutions.

Previous academic training in business is not required for admission to the MBA program. Students may have backgrounds in such diverse fields as engineering, liberal arts, education and health related areas. The specific content of a student's previous education is less important than the evidence that the student has sound scholarship, strong personal motivation, and the ability to develop the skills necessary to assume positions of leadership.

Admissions decisions are based on the following:

1. Graduate Management Admission Test/Graduate Record Examination (GMAT/GRE) scores — overall score and component (i.e., verbal, quantitative and analytical writing) scores are evaluated. The GMAT/GRE must have been taken within the last six years;<sup>1</sup>
2. Personal Goals essay that clearly articulates the applicant's reasons for seeking admission (500 words maximum);
3. Two reference forms completed by faculty, employer or suitable referee;
4. Current resume (career-based work experience is desirable but not required); and
5. International students are required to have a minimum score of 570 (paper-based), or 88 (Internet-based) on the Test of English as a Foreign Language, or an overall band score of 7.0 on the IELTS, or a score of 65 on the PTE-Academic.

Final admission of qualified applicants may be based on space available in the MBA program.

Applications for degree admission are reviewed twice a year, in the fall and spring. Deadlines for submitting applications to the Graduate School are July 1 for consideration for fall admission and December 1 for spring admission. International applicants living outside the United States must submit their applications by April 1 for fall admission consideration and August 1 for spring admission consideration. Applicants who apply after these deadlines are considered in the order in which their completed application materials are received.

### <sup>1</sup> GMAT exceptions:

- 3 years or more of managerial work experience, evaluated by the Office of Graduate Studies in Business; or
- WSU graduate with a GPA of 3.500 or higher in the last 60 credit hours; or
- business degree from an AACSB accredited school and a GPA of 3.500 or higher in the last 60 credit hours; or
- a U.S. master's degree or equivalent

## Advanced Standing

Students with strong backgrounds in business administration may be granted advanced standing in the MBA program through equivalent credit for background preparatory courses for which a minimum grade of C was received in an undergraduate or graduate program. Most students entitled to such credit hold bachelor's degrees in business administration from accredited institutions.

Students may be granted equivalent credit for any or all of the preparatory courses, depending on the depth of their undergraduate

or previous graduate preparation. The MBA program may consist of as few as 36 credit hours for students who have no deficiencies in prerequisites and who receive equivalent credit for all of the background fundamentals.

## Students Not Receiving Advanced Standing

Students with bachelor's degrees in nonbusiness fields usually will not have backgrounds warranting the granting of advanced standing through equivalency credit. There are some exceptions. Some students, for example, may have had enough coursework in economics or statistics to be granted credit for these courses. Determination regarding equivalency credit will be made following admission to the program. A minimum grade of C (2.000) or better is required for the prerequisites MATH 144 and ECON 231.

## General MBA Course Requirements

| Course                                       | Title   | Hours |
|--|---|-------|
| <b>Prerequisites<sup>1</sup></b>             |   |       |
| MATH 144                                     | Business Calculus   |       |
| ECON 231                                     | Introductory Business Statistics                                      |       |
| <b>Preparatory Courses<sup>2</sup></b>       |   |       |
| MBA 802                                      | Fundamentals of Accounting  |       |
| MBA 803                                      | Fundamentals of Finance   |       |
| MBA 804                                      | Marketing Basics  |       |
| MBA 805                                      | Management Basics   |       |
| ECON 800                                     | Analysis of Economic Theory   |       |
| <b>Required Courses</b>                      |   |       |
| ACCT 801                                     | Managerial Accounting   | 3     |
| BLAW 810                                     | Law and Ethics for Business   | 3     |
| DS 850                                       | Operations Management   | 3     |
| ECON 804                                     | Managerial Economics (taken within first two semesters of admission)  | 3     |
| FIN 850                                      | Managerial Finance  | 3     |
| IB 836                                       | International Business and Competitiveness                            | 3     |
| MBA 799                                      | Professional Development/360 (taken in the first year of the program) | 0     |
| MKT 803                                      | Marketing Analysis (taken within first two semesters of admission)    | 3     |
| or MGMT 803                                  | Business Decision Making and Analysis                                 |       |
| MGMT 862                                     | Organizational Behavior   | 3     |
| MGMT 885                                     | Advanced Strategic Management (taken during last semester)            | 3     |
| MKT 801                                      | Marketing Management  | 3     |
| MIS 874                                      | Management Information Systems  | 3     |
| Select an elective at the 700-800 level only |   | 3     |
| Total Credit Hours                           |   | 36    |

<sup>1</sup> These courses are to be taken only if a specific deficiency exists.

<sup>2</sup> With approval of the program director, equivalent credit may be granted for courses of equal content taken in an undergraduate or graduate program. See Advanced Standing section above.

## MBA – Human Resource Management

| Course       | Title                                 | Hours |
|--------------|---------------------------------------|-------|
| MGMT/MKT 803 | Business Decision Making and Analysis | 3     |

|                               |  |    |
|-------------------------------|--|----|
| BLAW 810                      | Law and Ethics for Business                | 3  |
| FIN 850                       | Managerial Finance                         | 3  |
| MGMT 862                      | Organizational Behavior                    | 3  |
| MGMT 885                      | Advanced Strategic Management              | 3  |
| ECON 804                      | Managerial Economics                       | 3  |
| DS 850                        | Operations Management                      | 3  |
| MIS 874                       | Management Information Systems             | 3  |
| IB 836                        | International Business and Competitiveness | 3  |
| Select three of the following |  | 9  |
| HRM 866                       | Selection                                  |    |
| HRM 868                       | Rewards                                    |    |
| HRM 869                       | Talent Development                         |    |
| HRM 803                       | Human Resource Analytics                   |    |
| HRM 885                       | Strategic Human Resource Management        |    |
| Total Credit Hours            |  | 36 |

## Applied Learning

Students in the MBA program are required to complete an applied learning or research experience to graduate from the program. The requirement can be met by completing two core graduate courses: MKT 803/ MGMT 803 and MIS 874. These courses provide opportunities to gain applied learning experiences through projects.