# Bachelor of Commerce – Human Resources Management Major

## Four Year (120 credits)

## **2025/2026** [**Program Requirements**](https://www.athabascau.ca/calendar/2024/undergraduate/program-regulations/degrees/bachelor-of-commerce-human-resources-management-major.html) - **Effective September 1, 2025**

This program plan will assist you in planning your program. You must follow the official program requirements for the calendar year in which you are enrolled.

Please contact [Faculty of Business Advising Services](https://www.athabascau.ca/business/about/contact-us.html) for program planning assistance.

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| **Course Level Legend**JUNIOR / JR - 200 numbered courseSENIOR / SR - 300 or 400 numbered coursePREPARATORY - 100 numbered course | **Course Progress Legend**TR - Transfer Credit AwardedC - Completed AU CourseIP - In Progress AU Course |

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| **LEVEL** | **TOTAL CREDITS** | **COURSE** | **REQUIREMENT** | **COURSE****PROGRESS** | **COMMENTS** |
| **Years 1 & 2** |
| Junior | 3 | [ADMN232](http://www.athabascau.ca/html/syllabi/admn/admn232.htm) or[ADMN201](https://www.athabascau.ca/syllabi/admn/admn201.html) | Required |   |   |
| Junior | 6 | [ADMN233](http://www.athabascau.ca/html/syllabi/admn/admn233.htm) | Required |   |   |
| Junior | 9 | [ACCT250](http://www.athabascau.ca/html/syllabi/acct/acct250.htm) or[ACCT253](http://www.athabascau.ca/html/syllabi/acct/acct253.htm) | Required |   | Students wishing to take further accounting or finance courses should take [ACCT253](http://www.athabascau.ca/html/syllabi/acct/acct253.htm). |
| Junior | 12 | [CMIS245](http://www.athabascau.ca/html/syllabi/cmis/cmis245.htm) | Required |   |   |
| Junior | 15 | [ECON247](http://www.athabascau.ca/html/syllabi/econ/econ247.htm) | Required |   |   |
| Junior | 18 | [ECON248](http://www.athabascau.ca/html/syllabi/econ/econ248.htm) | Required |   |   |
| Junior | 21 | [PHIL252](http://www.athabascau.ca/html/syllabi/phil/phil252.htm) | Required |   |   |
| Junior | 24 | [COMM243](http://www.athabascau.ca/syllabi/comm/comm243.php) or [COMM277](http://www.athabascau.ca/syllabi/comm/comm277.php) | Required |   |   |
| Senior | 27 | [MKTG396](http://www.athabascau.ca/html/syllabi/mktg/mktg396.htm) | Required |   |   |
| Senior | 30 | [LGST369](http://www.athabascau.ca/html/syllabi/lgst/lgst369.htm) | Required |   |   |
| Junior | 33 | [MATH244](http://www.athabascau.ca/html/syllabi/math/math244.htm) or[MATH260](http://www.athabascau.ca/html/syllabi/math/math260.htm) or [MATH265](http://www.athabascau.ca/html/syllabi/math/math265.htm) or[MATH270](http://www.athabascau.ca/html/syllabi/math/math270.htm) | Required |   | Students who wish to pursue 400 level finance courses are encouraged to take [MATH260.](https://www.athabascau.ca/syllabi/math/math260.html) |
| Senior | 36 | [MGSC301](http://www.athabascau.ca/html/syllabi/mgsc/mgsc301.htm) | Required |   |  |
| Senior | 39 | [PHIL333](http://www.athabascau.ca/html/syllabi/phil/phil333.htm) or [PHIL337](http://www.athabascau.ca/syllabi/phil/phil337.htm) | Required |   |   |
| Jr/Sr | 42 |   | Option \* |   | [Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/business-and-administrative/all/) |
| Jr/Sr | 45 |   | Option \* |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) (an [English](https://www.athabascau.ca/course/index.html?/undergraduate/all/english/) course is recommended) |
| Jr/Sr | 48 |   | Option \* |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) |
| Senior | 51 |  | Option |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) |
| Senior | 54 |  | Option |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) |
| Senior | 57 |   | Option |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) |
| Senior | 60 |   | Option |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) |
| Years 3 & 4 \*\*\* |
| Senior | 63 | [ACCT355](https://www.athabascau.ca/syllabi/acct/acct355.php) | Required\*\*\* |   |   |
| Senior | 66 | [ADMN417](http://www.athabascau.ca/html/syllabi/admn/admn417.htm) or [ECON401](https://www.athabascau.ca/syllabi/econ/econ401.php) | Required\*\*\* |   | Both of these courses should be taken if pursuing the [CPHR](https://www.athabascau.ca/business/about/about-our-offerings/professional-development/chartered-professional-in-human-resources.html) designation. The alternative course should be planned in the Options area. Please consult with an advisor if you require assistance. |
| Senior | 69 | [CMIS351](http://www.athabascau.ca/html/syllabi/cmis/cmis351.htm) | Required\*\*\* |   |   |
| Senior | 72 | [FNCE300/ECON300](https://www.athabascau.ca/syllabi/econ/econ300.php) or [FNCE370](https://www.athabascau.ca/syllabi/fnce/fnce370.php) | Required\*\*\* |   | Students planning to pursue further courses in finance or accounting should take [FNCE370](https://www.athabascau.ca/syllabi/fnce/fnce370.html).  |
| Senior | 75 | [ORGB364](https://www.athabascau.ca/syllabi/orgb/orgb364.php) | Required\*\*\* |   |  |
| Senior | 78 | [HRMT386](http://www.athabascau.ca/html/syllabi/hrmt/hrmt386.htm)  | Required\*\*\* |   |   |
| Senior | 81 | [MGSC312](https://www.athabascau.ca/syllabi/mgsc/mgsc312.php) | Required\*\*\* |  |  |
| Senior | 84 | [MGSC368](https://www.athabascau.ca/syllabi/mgsc/mgsc368.php) or [MGSC369](https://www.athabascau.ca/syllabi/mgsc/mgsc369.php) | Required\*\*\* |   |  |
| Senior | 87 | [BTMA320](https://www.athabascau.ca/syllabi/btma/btma320.html) | Major Required |  |  |
| Senior | 90 | [HRMT301](http://www.athabascau.ca/html/syllabi/hrmt/hrmt301.htm) | Major Required |   |   |
| Senior | 93 | [IDRL308](http://www.athabascau.ca/html/syllabi/idrl/idrl308.htm) | Major Required |   |   |
| Junior | 96 | [IDRL215](https://www.athabascau.ca/syllabi/idrl/idrl215.php) | Major Required |   |  |
| Senior | 99 | [ORGB319](http://www.athabascau.ca/html/syllabi/orgb/orgb319.htm) | Major Required |   |   |
| Senior | 102 | [HRMT441](https://www.athabascau.ca/syllabi/hrmt/hrmt441.php) | Major Required |   |  |
| Senior | 105 | [SOCI321](https://www.athabascau.ca/syllabi/soci/soci321.php) | Major Required |   |  |
| Senior | 108 |   | Option\*\*  |   | [Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/business-and-administrative/all/). Students are recommended to take [IDRL](https://www.athabascau.ca/course/index.html?/undergraduate/all/industrial-relations), [HRMT](https://www.athabascau.ca/course/index.html?/undergraduate/all/human-resource-management), and [ORGB](https://www.athabascau.ca/course/index.html?/undergraduate/all/organizational-behaviour) courses.  |
| Senior | 111 |   | Option  |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) |
| Senior | 114 |   | Option |   | [Non Business & Administrative Studies](https://www.athabascau.ca/course/index.html?/undergraduate/non-business-and-admin/all/) (EDUC317 should be selected if pursuing an HR designation) |
| Senior | 117 | [ADMN404](http://www.athabascau.ca/html/syllabi/admn/admn404.htm) | Required\*\*\* |   | Capstone I |
| Senior | 120 | [ADMN405](https://www.athabascau.ca/syllabi/admn/admn405.php) | Required\*\* |   | Capstone IILast course completed – Must be taken with AU |

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| \* A maximum of 3 credits allowed in any area of study at the preparatory (100) level can be taken in the 12 junior level option credits. |
| \*\* Note: Program requires 12 credits at the 400-level (including [ADMN405](https://www.athabascau.ca/syllabi/admn/admn405.html)) |
| **Residency requirement.** A minimum of 30 credits must be obtained through Athabasca University in senior (300 or 400 level) courses. These 30 credits must include [ADMN405](https://www.athabascau.ca/syllabi/admn/admn405.php) plus 12 credits from the list of required courses for Years 3 and 4(A maximum of 15 credits can be transferred in for the required courses in years 3 & 4). \*\*\* |