

From: **Coast Mountain College (CMTN)**  
Diploma of Business, Human Resources Concentration

To: **University of Northern BC (UNBC)**  
Bachelor of Commerce Degree, Major in  
Human Resources Management

The following list of course equivalents will appear on the transfer credit summary for students who have successfully completed **CMTN's Diploma of Business, Human Resources Concentration** and complete a **Bachelor of Commerce Degree, Major in Human Resources Management at UNBC**.

Information in this handout is unofficial and should be used as a guide only. For questions regarding admission to UNBC or course selection please contact Student Recruitment & Advising at 250-960-6306 or [advising@unbc.ca](mailto:advising@unbc.ca).

NOTE: As per UNBC Undergraduate Calendar Regulation number 14, "Students must complete a minimum of 30 credit hours of upper division UNBC course work to receive a UNBC degree."

<b>CMTN Requirement Applicable to Diploma</b>	<b>CMTN Course Name</b>	<b>UNBC Equivalence<sup>1</sup></b>
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### **Year 1**

ACCT 150-3 <sup>2</sup>	Financial Accounting I	No credit; ACCT 150 & 151 = UNBC COMM 210 <sup>2</sup>
BCPT 150-3	Business Computers	CPSC 150-3
BENG 150-3	Business Communications	COMM 200-3
BLAW 152-3	Business Law	COMM 2XX-3
ECON 150-3	Microeconomics	ECON 100-3
ECON 151-3	Macroeconomics	ECON 101-3
MARK 150-3	Introduction to Marketing	COMM 240-3
MATH 150-3	Mathematics of Finance	MATH 1XX-3
MGMT 150-3	Introduction to Management	COMM 1XX-3

3 Credits of 100 Level Business Administration or University Credit (UC) Elective\*

### **Year 2**

ACCT 252-3	Management Accounting I	COMM 211-3
BFIN 250-3	Business Finance I	COMM 220-3
MGMT 251-3	Organizational Behaviour	COMM 2XX-3
BPOL 250-3	Business Policy	COMM 2XX-3
Or BSIM 250-3	Business Management Simulation	COMM 2XX-3
MGMT 255-3	Human Resources Management	COMM 330-3
MGMT 257-3	Recruitment and Selection	COMM 2XX-3
MGMT 258 -3	Organizational Training and Development	COMM 2XX-3
MGMT 253-3	Labour Relations	COMM 2XX-3
MGMT 259-3 <sup>4</sup>	Compensation and Benefits	COMM 2XX-3 <sup>4</sup>

3 credits of second year Business Administration elective

### **Comprehensive List of Electives:**

ACCT 151-3 <sup>2</sup>	Financial Accounting II	No credit; ACCT 150 & 151=UNBC COMM 210 <sup>2</sup>
ACCT 250-3	Intermediate Financial Accounting I	COMM 310-3
ACCT 251-3	Intermediate Financial Accounting II	COMM 311-3 or COMM 3XX-3
ACCT 253-3	Management Accounting II	COMM 2XX-3
ACCT 254-3	Auditing	COMM 2XX-3
BFIN 251-3	Business Finance II	COMM 320-3
BPOL 250-3	Business Policy	COMM 2XX-3
ETHC 150 -3	Business Ethics	COMM 2XX-3
MARK 250-3	Social Media Marketing	COMM 2XX-3
MATH 251-3	Statistics	STAT 240-3
MGMT 150-3	Introduction to Management	COMM 1XX-3

### Comprehensive List of Electives Cont'd:

MGMT 201-3	Entrepreneurship	COMM 302-3
MGMT 253-3	Labour Relations	COMM 2XX-3
MGMT 255-3	Human Resource Management	COMM 330-3
MGMT 259-3 <sup>4</sup>	Compensation and Benefits	COMM 2XX-3 <sup>4</sup>
TAXN 250-3	Taxation 1	COMM 313-3
TAXN 251-3	Taxation 2	COMM 314-3

**Note:** All 3 (or more) credit UC courses to be counted as electives (only) within Business Administration Certificate or Diploma program options (the number of required (mandatory) courses vary by concentration). A maximum of 2 UC electives can be taken within the Business Diploma. The Business Certificate has 9 mandatory courses, only 1 elective can be taken.

<sup>1</sup> Course equivalencies were determined through the articulation process and are listed on the BC Transfer Guide, [www.bctransferguide.ca](http://www.bctransferguide.ca)

Student will need to choose coursework appropriately so as not to receive duplicate Transfer Credit.

<sup>2</sup> Transfer credit will be awarded for UNBC COMM 210 **only** if students take both CMTN ACCT 150 & ACCT 151

<sup>3</sup> CMTN INTB 202 & INTB 206 = UNBC COMM 322 (3) & COMM 2XX (3)

<sup>4</sup> CMTN MGMT 259 may be used as a substitution for UNBC COMM 434 (3) – BComm Majors only

Note: Above based on CMTN 2018/19 Academic Calendar.

### Recommended Courses to take:

CMTN Courses	Specifics	UNBC Equivalence Used towards this BSc Requirement
ACCT 151-3	Financial Accounting II	CMTN ACCT 150 & 151 = UNBC COMM 210
ANTH 111-3	First Nations of Canada	FNST 100-3
BCPT 254-3	Computerized Accounting Systems	CPSC 250-3
BFIN 251-3	Business Finance II	COMM 320-3
MATH 235-3	Linear Algebra	MATH 220-3
MATH 101-3	Calculus I	MATH 100-3
MATH 251-3	Statistics	STAT 240-3

Sample of **UNBC Calendar** requirements for the BComm Degree, Major in Human Resources Management and how CMTN Diploma of Business, Human Resources Concentration coursework *may be* used towards completion of the degree at UNBC<sup>1</sup>:

UNBC Calendar Information	CMTN Equivalence
<p>The minimum requirement for completion of a Bachelor of Commerce with a major in Human Resources Management is 120 credit hours.</p>	
<p><b>Program Requirements</b>            Note: Students enrolling in any course required for a major in the Bachelor of Commerce degree must have completed all Prerequisite courses with a minimum of C- or better. In exceptional circumstances the Program Chair may waive this requirement on a case by case basis.</p>	
<p><b>Lower-Division Requirement - 100 Level</b></p>	
<p>COMM 100-3* Introduction to Canadian Business</p>	<p>* Please see note about exemption</p>
<p>ECON 100-3 Microeconomics</p>	<p>✓ Completed at CMTN, ECON 150-3</p>
<p>ECON 101-3 Macroeconomics</p>	<p>✓ Completed at CMTN, ECON 151-3</p>
<p>FNST 100-3 The Aboriginal Peoples of Canada</p>	<p>- Can be completed at CMTN, ANTH 111-3</p>
<p>MATH 150-3** Finite Mathematics for Business and Economics            or MATH 220-3 Linear Algebra</p>	<p>} - Can be completed at CMTN, MATH 235-3</p>
<p>MATH 152-3** Calculus for Non-majors            or MATH 100-3 Calculus I</p>	<p>} - Can be completed at CMTN, MATH 101-3</p>
<p>*Students transferring with 30 or more credit hours of courses required for the Commerce degree are exempt from this requirement.</p>	
<p>**Students wishing to pursue additional Math courses as electives are advised to choose MATH 100-3 (Calculus I) and MATH 220-3 (Linear Algebra).            Students not having the appropriate prerequisites for any courses must consult with the Business Advisor.</p>	
<p><b>200 Level</b></p>	
<p>COMM 200-3 Business Communications</p>	<p>✓ Completed at CMTN, BENG 150-3</p>
<p>COMM 210-3 Financial Accounting</p>	<p>- Can be completed at CMTN, ACCT 150-3 &amp; ACCT 151-3</p>
<p>COMM 211-3 Managerial Accounting</p>	<p>✓ Completed at CMTN, ACCT 252-3</p>
<p>COMM 220-3 Financial Management I</p>	<p>✓ Completed at CMTN, BFIN 250-3</p>
<p>COMM 230-3 Organizational Behaviour</p>	<p>☐ To be completed at UNBC</p>
<p>COMM 240-3 Introduction to Marketing</p>	<p>✓ Completed at CMTN, MARK 150-3</p>
<p>COMM 251-3 Introduction to Management Science</p>	<p>☐ To be completed at UNBC</p>
<p>CPSC 250-3 Applied Business Computing</p>	<p>- Can be completed at CMTN, BCPT 254-3</p>

UNBC Human Resources Management Business major Calendar requirements continued:

ECON 205-3	Statistics for Business and the Social Sciences	}	- Can be completed at CMTN, MATH 251-3
or STAT 240-3	Basic Statistics		
<b>Upper-Division Requirements - 300 and 400 Level</b>			
COMM 300-3	Introduction to Business Law		<input type="checkbox"/> To be completed at UNBC
COMM 304-3	Employment Law in Canada		<input type="checkbox"/> To be completed at UNBC
COMM 320-3	Financial Management II		- Can be completed at CMTN, BFIN 251-3
COMM 330-3	Human Resource Management		✓ Completed at CMTN, MGMT 255-3
COMM 332-3	Business and Professional Ethics	}	<input type="checkbox"/> To be completed at UNBC
COMM 334-3	Strategic Human Resource Planning		
COMM 335-3	Organizational Effectiveness		
COMM 343-3	Behavioural Marketing		
COMM 350-3	Production and Operations Management		
COMM 351-3	Management Information Systems		
COMM 400-3	Strategic Management		
COMM 431-3	Industrial Relations		
COMM 433-3	Recruitment, Selection and Retention		
COMM 434-3	Compensation		
COMM 435-3	Organizational Learning, Development and Training	}	<input type="checkbox"/> To be completed at UNBC
COMM 436-3	Workplace Health and Safety		
ECON 350-3	Managerial Economics		
<i>One of the following ECON courses as best suits the student's BComm Major:</i>			
ECON 300-3	Labour Economics	}	<input type="checkbox"/> To be completed at UNBC
ECON 301-3	Women and the Economy		
ECON 308-3	International Economic Relations		
ECON 311-3	Intermediate Macroeconomic Theory		
ECON 312-3	Introduction to Econometrics		
ECON 317-3	Money, Banking and Financial Institutions		
ECON 321-3	Economics of Developing Countries		
ECON 401-3	Global Economy and Development		
ECON 407-3	The Economy of Northern BC		
ECON 425-3	Trade and the Environment		
ECON 435-3	Financial Economics and Quantitative Methods		
<b>Elective and Academic Breadth Requirement</b>			}
Elective credit hours as necessary to ensure completion of a minimum of 120 credit hours, including any additional credits necessary to meet the Academic Breadth requirement of the University (see Academic Regulation 15).			
			* Please discuss how to complete this requirement with your Student Advisor. Depending on course selection, students may be able to complete some or all of this requirement at CMTN.

<sup>1</sup> Based on the 2018/19 UNBC Academic Calendar year.