Bachelor of Business Administration - Human Resource Management Major

SCHOOL OF BUSINESS

Overview

Our Bachelor of Business Administration Human Resources (HR) major, accredited by the Human Resources Institute of Alberta (HRIA), readies you for success in the dynamic field of human resources management.

If you're interested in people, business, and promoting inclusivity at work, HR might be the right fit for you. Less traditional roles include worker health and safety, compensation, and skills development.

Through our human resources courses, you'll:

- be well-prepared to use HR theory and practice effectively
- develop strong leadership and professional skills tailored to HR in a changing business world
- learn about employment laws in HR settings, becoming knowledgeable about HR's legal aspects
- master using technical skills to gather, analyze, and report HR data for better organizational performance
- explore the impact of HR metrics on strategic decisions and goals
- evaluate and enhance health, safety, and wellness programs to improve employee well-being and organizational success
- understand employment relationships, including issues, laws, and unions' roles in workplaces.

Plus, when you finish the program, you'll graduate with your Certified Professional in Human Resources (CPHR) designation.

Our Human Resources major opens doors to a fulfilling HR career, allowing you to impact organizations and communities positively in roles like human resources assistant or manager.

Minors

Opportunities for additional specialization are available through the following optional minors.

Construction Project Management: A pathway to business roles in Canada's booming construction sector, focusing on managing significant capital projects, addressing design, risk, and conflict management.

Energy, Oil and Gas: A curriculum designed to prepare you for Alberta's energetic and changing energy landscape, with courses on technical, regulatory, and economic aspects from the renowned MacPhail School of Energy.

Traits, skills and aptitudes

Those working in human resources tend to be innovative, methodical, social, and directive.

You need:

- integrity and good judgment
- flexibility, especially in adapting to changing priorities
- tact and diplomacy
- analytical decision-making and problem-solving skills
- data literacy skills
- conflict management skills
- interpersonal and communication skills
- organizational and time-management skills
- customer service skills
- leadership skills, especially during times of change
- innovative thinking and openness to new ideas
- open-mindedness and objectivity when faced with different viewpoints
- respect for privacy and confidentiality
- the discretion to not promise what they can't deliver and always deliver what they promised.

You should enjoy coaching and counselling others, taking a systematic approach to your work, and taking responsibility for projects.

SAIT program pathways

Those who have previously completed the SAIT Accounting, Business and Entrepreneurship, Community Economic Development, Management and Leadership, or Marketing certificates can receive course credit for classes. The number of applicable credits will vary by certificate.

Graduates of the SAIT Business Administration diploma - Human Resource Management major may be eligible to enter this program in year three and earn their degree with a further two years of study.

Practicum, Co-op and Work Integrated Learning

During your fourth year (or after completing 90 credits), you'll participate in a practicum or capstone project as part of the program.

If you choose a practicum, you'll work with an existing business to reflect, research, analyze, evaluate and recommend solutions to real-world problems, showcasing your skills to prospective employers. You'll be responsible for finding employment for this practicum, which must be approved by the Academic Chair.

If you choose a capstone project, you'll work individually or as part of a project team on a series of activities and simulations drawn from multiple disciplines to create a strategic and operating business start-up plan.

Accreditations, designations and certifications

This program is accredited by the Human Resources Institute of Alberta, exempting you from writing the national knowledge exam for your Certified Professional in Human Resources (CPHR) designation.

You can also pursue your Registered Professional Recruiter (RPR) and Certified Training and Development Professional (CTDP) designations.

Credentials

Upon successful completion of this program, you'll receive a SAIT Bachelor of Business Administration degree with a major in Human Resource Management.

Admission requirements

Applicants educated in Canada

Applicants must demonstrate English language proficiency and meet one of the following requirement options or equivalent.

Admission is determined based on an applicant's academic history, including high school and post-secondary courses. Post-secondary level courses with similar learning outcomes may be considered to meet admission requirements.

SAIT accepts high school course equivalents for admission for applicants educated outside Alberta.

Option one

An overall minimum average of 65%, calculated using your final grades in:

- English 30-1 (must have achieved at least 60%), and
- Math 30-1 (must have achieved at least 60%) or Math 30-2 (must have achieved at least 70%), and
- two courses from Group A, and
- one course from either Group A or B.

Group A (academics)

Academic courses may include Grade 12, 30-level (including CTS courses) or post-secondary equivalent*.

- Accounting
- Biology
- Business
- Chemistry
- Economics

- Finance
- Geography
- History
- Indigenous Studies
- Information Technology
- Languages
- Management
- Marketing
- Mathematics 31
- Philosophy
- Physics
- Political Sciences
- Psychology
- Science
- Social Studies 30-1
- Sociology

*Other courses may be considered.

Group B (other)

One of the following:

- Art 30 or 31
- Drama 30
- Music 30 (choral, instrumental, general)
- Physical Education 30
- Religion 35
- Social Studies 30-2

OR

- Other five-credit Grade 12 subjects or a combination of two three-credit Grade 12 subjects may be considered.
- Five credits of advanced career and technology courses.
- Business-related high school dual-credit courses may be used for admission purposes.

Option two

A SAIT Business Administration diploma or a Bachelor of Applied Business Administration or equivalent from an accredited post-secondary institution, with a minimum 2.3 cumulative GPA (67% or C+).

Option three

A two-year diploma or a bachelor's degree from an accredited post-secondary institution, with a minimum 2.3 cumulative GPA (67% or C+) and completion of English 30-1 and Math 30-1 or Math 30-2 or equivalents.

Applicants educated outside of Canada

All applicants who were educated outside of Canada must demonstrate English language proficiency and provide proof they meet the program admission requirements with an international document assessment. Find accepted educational documents and assessment options.

SAIT may also accept courses completed at certain international post-secondary institutions.

Costs

2026/27 tuition and fees

The following estimated costs are effective as of July 1, 2026.

The estimated total cost of tuition and fees is based on completing 30 credits over two semesters each academic year. Following a

modified schedule will impact the fees you pay per semester and may alter final costs.

Domestic Students

Year	Number of semesters	Tuition fees	Additional fees	Total per year
1	2	$7,620	$1,764.50	$9,384.50
2	2	$7,620	$1,764.50	$9,384.50
3	2	$7,620	$1,764.50	$9,384.50
4	2	$7,620	$1,764.50	$9,384.50
			Total cost:	**$37,538**

The estimated total cost of tuition and fees for domestic students is based on the recommended course load per year.

International Students

The program total is based on the estimated amount you will pay if you enter this program during the 2026/27 academic year. The program total amount listed on your letter of admission may appear higher. This amount is your maximum tuition guarantee for the program. SAIT will not exceed this maximum, regardless of changes in tuition and fees between academic years.

Year	Number of semesters	Tuition fees	Additional fees	Total per year
1	2	$21,720	$1,764.50	$23,484.50
2	2	$21,720	$1,764.50	$23,484.50
3	2	$21,720	$1,764.50	$23,484.50
4	2	$21,720	$1,764.50	$23,484.50
			Total cost:	**$93,938**

The estimated total cost of tuition and fees for international students is based on the recommended course load per year.

Books and Supplies

Books and supplies are approximately $1,000 - $1,500 per full-time year.

This is a bring-your-own-device program with a standard hardware and software requirement. See the specific requirements on our computers and laptops page.

Find your booklist on the SAIT Bookstore's website. The booklist will be available close to your start date.

Can't find your program or course? The bookstore didn't receive a textbook list. Contact your program directly to determine if they're still refining course details or if you're in luck; no textbook purchase is required for that term.