

# Human Resource Management - M.S.

The Human Resource Management Master of Science degree program prepares students for careers in a variety of managerial and professional positions for a wide range of human resource firms. This program provides graduates with a broad base of knowledge to meet the ever-shifting role of human resource departments as they transition from a singular focus on the administrative functions of an operation's workforce to employee development, business leadership and strategic planning. The Human Resource Management MS directly aligns with industry-relevant guidelines as determined by both the Society for Human Resource Management (SHRM) and the Human Resource Certification Institute (HRCI). See <https://www.hrci.org/certifications/individual-certifications> for information pertaining to PHR and SPHR certification requirements.

Upon completion of the program, graduates are expected to:

- Apply the models and theories of Human Resource Management at both the strategic and operational levels to improve overall organizational competitiveness.
- Synthesize business competencies to align the human resource functions to support the organization competitiveness and strategic initiatives.
- Develop strategies for an internal environment of diversity and inclusion that recognizes the global environment in which the organization operates.
- Apply professional standards and practices for ethical conduct, legal requirements, and regulatory guidelines in the administration of human resource policies and procedures.

In addition, as part of the program, students will extend their expertise in the following concepts: human resource development and succession planning; strategic compensation and benefits; strategic recruitment, selection and planning; change management; organizational behavior and strategic human resource management.

## Human Resource Management

Master of Science

### Core Courses

HRM5010	Human Resource Management	3
HRM5020	Labor and Employee Relations	3
HRM5030	Strategic Compensation and Benefits	3
HRM5040	Organizational Training and Development	3
HRM5050	Strategic Recruiting, Retention and Succession	3
HRM5060	Human Resources in a Global Environment	3
HRM6010	Advanced Organizational Behavior	3
HRM6020	Human Resource Metrics and Statistical Research	3
HRM6030	Organizational Change Management	3
HRM6800	Human Resource Management Capstone	3

**Total Credits** **30.0**