

HUMAN RESOURCE MANAGEMENT, MSHRM

Human Resource Management, MSHRM program aims to gain a full understanding of the human resource function, including recruitment, selection; placement; training and career development; employee and labor relations; performance measurement; and resource planning. You will learn how legal issues, human behavior, labor relations, and diversity impact the modern organization.

Other courses expand on substantive areas in human resource management that are briefly covered in the introductory course. Psychological and sociological principles, statistical techniques, and practical business economics are blended to produce effective knowledge and skill for human resource management specialists.

Other departments in the university, such as economics and psychology, offer courses that enable students in human resource management to enhance their study of the employer-employee relationship. There is no substitute for experience in dealing with people in a work situation and students are advised to acquire such experience through part-time work or internships.

The Heller College of Business offers two programs in Human Resource Management at the graduate level: the Master of Business Administration (MBA) with a Concentration in Human Resource Management (see information under the MBA listing in this catalog), the Master of Science in Human Resource Management (MSHRM).

The Human Resource Management curriculum is designed to provide students with comprehensive and in-depth coverage of modern HR specializations and current topics. The curriculum emphasizes coverage of theoretical and applied material to provide foundational HR knowledge and HR skills and competencies critical to any successful HR professional. The degree can be pursued either on a full- or part-time basis.

Additionally, to ensure the program meets professional standards and practices and for ease of certification (PHR & SPHR), the program curriculum follows closely the Society for Human Resource Management graduate program guidelines. The program is formally recognized by SHRM as a program curriculum aligned with society's recommended standards.

Requirements

To complete the 30-credit-hour MSHRM program, students will successfully complete 10 courses (three credit hours each). The program has nine required courses and one elective course. Elective options are listed below. Students with prior course work or significant HR work experience in human resource management may petition to substitute a more advanced course for a core course with the approval of the graduate advisor. A minimum grade of B- is required as well as a minimum 3.0 gpa.

Code	Title	Credit Hours
Core Courses		
HRM 400	STRATEGIC ISSUES IN HUMAN RESOURCES	3
HRM 432	LABOR AND EMPLOYEE RELATIONS	3
HRM 434	EMPLOYEE SELECTION & STAFFING	3

HRM 438	COMPENSATION MANAGEMENT	3
HRM 493	SEMINAR IN HUMAN RESOURCE MANAGEMENT	3
MGMT 423	PEOPLE MANAGEMENT AND ORGANIZATIONAL BEHAVIOR	3
MGMT 407	EXECUTIVE LEADERSHIP	3
MGMT 470	ORGANIZATIONAL CHANGE AND DEVELOPMENT	3
TRDV 400	INTRODUCTION TO TRAINING & DEVELOPMENT	3

Topic Elective Courses

Select one of the following:		3
HRM 405	LEGAL ISSUES IN HUMAN RESOURCE	
HRM 428	WORKPLACE DIVERSITY	
HRM 430		
HRM 455	GLOBAL HRM	
HRM 491	SPECIAL TOPICS IN HUMAN RESOURCE MANAGEMENT	
HRM 495	HUMAN RESOURCE MANAGEMENT INDEPENDENT STUDY	

Total Credit Hours 30

Your degree map is a general guide suggesting courses to complete each term on the academic pathway to your degree. It is based on the most current scheduling information from your academic program. Your program's degree map is reviewed annually and updated as schedules change (although you retain the same course requirements as long as you are continuously enrolled in your degree program).

Always work closely with your academic advisor to understand curriculum requirements and scheduling, as each student's academic plan can look slightly different. No more than two grades of C (not C-) may be applied toward the 36 hours used for the degree. A graduate course can only be repeated once; no more than two courses can be repeated.

Year 1

Fall	Credit Hours Spring	Credit Hours
HRM 400 ^{1,2}	3 HRM 434	3
MGMT 407 ^{2,3}	3 HRM 438 ^{1, 2}	3
MGMT 423	3 Elective	3
	9	9

Year 2

Fall	Credit Hours
HRM 493	3
HRM 432	3
TRDV 400	3
MGMT 470	3
	12

Total Credit Hours 30

¹ HRM 400 STRATEGIC ISSUES IN HUMAN RESOURCES is a prerequisite for HRM 432 LABOR AND EMPLOYEE RELATIONS, HRM 434 EMPLOYEE SELECTION & STAFFING, and HRM 438 COMPENSATION MANAGEMENT

² HRM 400 STRATEGIC ISSUES IN HUMAN RESOURCES, HRM 434 EMPLOYEE SELECTION & STAFFING, HRM 438 COMPENSATION

MANAGEMENT, and MGMT 407 EXECUTIVE LEADERSHIP are prerequisites for HRM 493 SEMINAR IN HUMAN RESOURCE MANAGEMENT

³ MGMT 407 EXECUTIVE LEADERSHIP is a prerequisite for MGMT 470 ORGANIZATIONAL CHANGE AND DEVELOPMENT

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Year 1

Fall	Credit Hours Spring	Credit Hours
HRM 400 ^{1, 2}	3 HRM 434 ^{1, 2}	3
HRM 432	3 HRM 438 ^{1, 2}	3
	6	6

Year 2

Fall	Credit Hours Spring	Credit Hours
MGMT 423	3 MGMT 470	3
MGMT 407	3 HRM Elective #1	3
	6	6

Year 3

Fall	Credit Hours
HRM 493	3
TRDV 400	3
	6

Total Credit Hours 30

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² HRM 400 STRATEGIC ISSUES IN HUMAN RESOURCES, HRM 434 EMPLOYEE SELECTION & STAFFING, HRM 438 COMPENSATION MANAGEMENT, and MGMT 407 EXECUTIVE LEADERSHIP are prerequisites for HRM 493 SEMINAR IN HUMAN RESOURCE MANAGEMENT

³ MGMT 407 EXECUTIVE LEADERSHIP is a prerequisite for MGMT 470 ORGANIZATIONAL CHANGE AND DEVELOPMENT