HUMAN RESOURCE MANAGEMENT, MSHRM

The objective of this program is for the student 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 the specialist in human resource management.

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 both comprehensive and in-depth coverage of modern HR specializations and current topics. The curriculum emphasizes coverage of theoretical and applied material in order to provide foundational HR knowledge as well as 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 with 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 that is in alignment with the society’s recommended standards.

Requirements

To complete the 31-credit-hour MSHRM program, students will successfully complete 10 courses (three credit hours each) in addition to an orientation course (one credit hour). The program has eight required courses and two elective courses, which 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.

Core Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
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</thead>
<tbody>
<tr>
<td>BADM 401</td>
<td>GRADUATE BUSINESS ORIENTATION</td>
<td>1</td>
</tr>
<tr>
<td>HRM 400</td>
<td>STRATEGIC ISSUES IN HUMAN RESOURCES</td>
<td>3</td>
</tr>
<tr>
<td>HRM 432</td>
<td>LABOR AND EMPLOYEE RELATIONS</td>
<td>3</td>
</tr>
<tr>
<td>HRM 434</td>
<td>EMPLOYEE SELECTION &amp; STAFFING</td>
<td>3</td>
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<tr>
<td>HRM 438</td>
<td>COMPENSATION MANAGEMENT</td>
<td>3</td>
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</tbody>
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HRM 493    SEMINAR IN HUMAN RESOURCE MANAGEMENT  3  
MGMT 407  EXECUTIVE LEADERSHIP  3  
MGMT 470  ORGANIZATIONAL CHANGE AND DEVELOPMENT  3  
TRDV 400  INTRODUCTION TO TRAINING & DEVELOPMENT  3  

Topic Elective Courses

Select two of the following:  6  
HRM 405  LEGAL ISSUES IN HUMAN RESOURCE MANAGEMENT  
HRM 428  WORKPLACE DIVERSITY  
HRM 430  EMPLOYEE BENEFITS  
HRM 455  GLOBAL HRM  
HRM 491  SPECIAL TOPICS IN HUMAN RESOURCE MANAGEMENT  
HRM 495  HUMAN RESOURCE MANAGEMENT INDEPENDENT STUDY  
MGMT 454  INTERNATIONAL EXPERIENCE  
MGMT 474  MANAGEMENT CONSULTING  

Total Credit Hours  31