

Master of Arts in Human Resource Management

The Master of Arts in Human Resource Management explores advanced concepts in human resource management. Coursework reviews the laws, rules, regulations, and issues impacting the global workforce and human resource management. During the program, students will conduct research and develop strategies in areas such as employee motivation and retention, employment laws, and employee development. Students will also research best practices around compensation packages, benefits, and incentives. Research will support the importance of the human resource function to the strategic plan of the organization.

Degree Program Objectives

In addition to the institutional and degree level learning objectives, graduates of this program are expected to achieve these learning outcomes:

- Differentiate individual and group behavior in organizations to increase awareness of the problems and opportunities in managing human resources.
- Evaluate various laws, rules, regulations, and policies affecting human capital in today's global workforce.
- Design compensation packages and incentives used to recruit and retain employees in a diverse and inclusive organization.
- Examine leading trends and issues in the field of Human Resource Management.
- Recommend strategic initiatives involving the human resource department that align with the strategic direction of the organization.
- Examine the effectiveness of internal and external recruitment efforts toward staffing and retention goals.

Degree at a Glance

Code	Title	Semester Hours
	Core Requirements	21
	General Concentration (p. 1)	12
	Final Program Requirements	3
	Total Semester Hours	36

Degree Program Requirements

Core Requirements (21 semester hours)

Code	Title	Semester Hours
MGMT601	Organizational Behavior	3
HRMT600	Human Resource Management	3
HRMT601	Compensation and Benefits	3
HRMT602	Employment Law and Labor Relations	3
HRMT603	Human Resource Policy	3
HRMT605	Strategic Human Resource Management Practices	3
HRMT610	Workforce Planning	3
Total Semester Hours		21

General Concentration (12 semester hours)

This concentration focuses on ethics, cross-cultural management, crisis management, and organizational management as it applies to the field of human resource management.

Objectives

Upon successful completion of this concentration, the student will be able to:

- Assess various approaches used by Global Human Resource Managers and Organizations to staff, training, develop, motivate and lead employees in the workplace of the 21st century.
- Develop an understanding of the steps and planning necessary to ensure leaders are trained in crisis management.
- Explain how ethical frameworks shape business decisions.
- Explain the role of human resource management in the development of a learning organization.

Concentration Requirements (12 semester hours)

Code	Title	Semester Hours
MGMT603	Organizational Development	3
MGMT604	Organizational Crisis Management	3
MGMT610	Cross-Cultural Management	3
BUSN623	Legal & Ethical Issues in Management	3
Total Semester Hours		12

Final Program Requirements (3 semester hours)

Code	Title	Semester Hours
MGMT696	Capstone: Portfolio	3
Total Semester Hours		3